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ABSTRACT

This book summarizes the projects funded by the Office of Strategic Planning and Policy Development of the Employment and Training Administration. It includes projects completed between 1978 and December 31, 1986. Report entries are arranged by National Technical Information Service order number. Each entry includes the following: title, corporate author, personal author, contract/grant number, report number, abstract, keywords, page count, media code, and price code. Indexes by title, keyword, corporate author, personal author, contract/grant number, and order/report are also included. Guidelines for submitting proposals for research and demonstration projects are appended. (MN)

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PB88-158399

Research, Evaluation and Demonstration Projects

U.S. Department of Labor
Employment and Training Administration
1986 Edition

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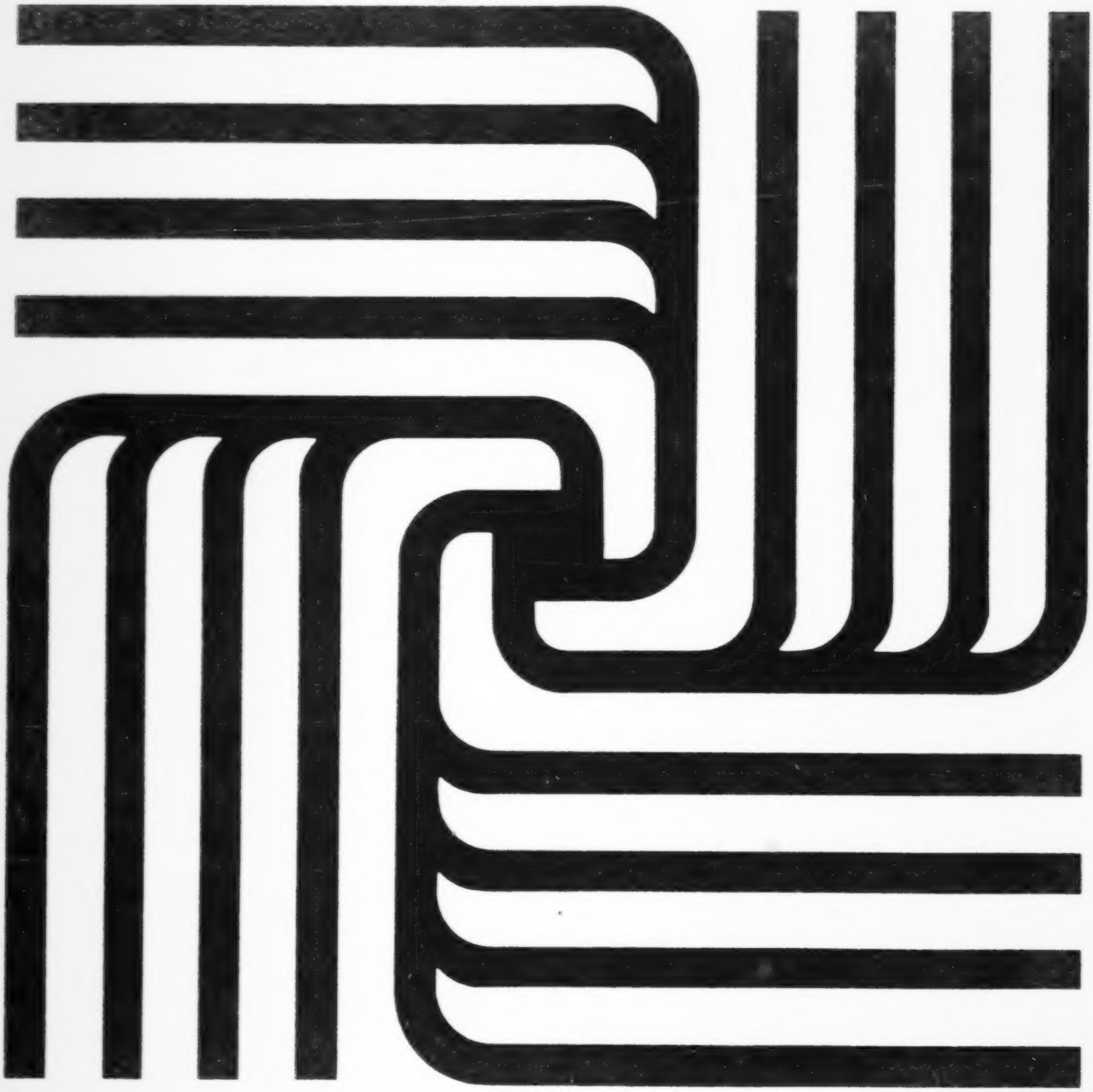

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[illegible] The National Longitudinal Surveys of Labor Force Behavior and Work Attitudes [illegible] by Professor Herbert S. Parnes [illegible] Center for Human Resource Research of the Ohio State University. [illegible]

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Research, Evaluation and Demonstration Projects

U.S. Department of Labor
William E. Brock, Secretary

Employment and Training Administration
Roger D. Semerad, Assistant Secretary
for Employment and Training

Office of Strategic Planning and Policy Development
Patricia W. McNeil, Administrator

1986 Edition

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INTRODUCTION

The eleventh edition of Research, Demonstration and Evaluation projects summarizes the projects funded by the Office of Strategic Planning and Policy Development of the Employment and Training Administration (ETA). It includes projects completed between 1978 and December 31, 1986.

The book is published under the authority of the Job Training Partnership Act (JTPA) of 1982, as amended. Under JTPA, primary responsibility for administering job training programs and services is delegated to States and local Service Delivery Areas (SDAs). Program funds are allotted by formula to the States which, in turn, allocate funds to the Service Delivery Areas according to the same formula. Governors have approval authority over locally developed plans and monitor local program compliance with the Act. A public/private partnership between local government and business plans and designs training programs as well as delivers training and related services.

The Office of Strategic Planning and Policy Development (OSPPD) intends to make the contents of this book as accessible as possible. Accordingly, the book includes a set of "descriptors" with each entry. These are indexing terms, whose purpose is to give the reader a quick summary of the subjects about which information may be found in the project description or contained in this publication. The descriptors are also used to construct the subject matter index.

The publications listed in this bibliography may be ordered from the National Technical Information Service (NTIS). All documents are available in paper copy and microfiche. Ordering information, including price quotes, is available by calling the Sales Desk at (703) 487-4650 or writing to NTIS, 5285 Port Royal Road, Springfield, Virginia 22161.

Comments from readers and suggestions for improvements will be welcome; they should be addressed to U.S. Department of Labor, Employment and Training Administration, Division of Research and Demonstration, Washington, D.C. 20210.

For persons who are interested in submitting proposals for research and demonstration projects, the appendix contains guidelines for such submission (no application form is needed) and the statutory language that outlines the goals and functions of the research and demonstration program. Those who wish to submit proposals are urged to study the appendix thoroughly before doing so.

This book has been developed in conjunction with the National Technical Information Service.

Users' Guide

Report entries are arranged alphanumerically by NTIS order number—alphabetic data precedes numeric.

Contract/Grant Number — **DL-06-7110-35**

Title — **Employment Service Potential. Volume 1: The Dimensions of Labor Turnover.** Final Report.

Corporate Author — California State Employment Development Department, Sacramento

Personal Author — P. Hardiman and M. Sugarman. 1 Sep 79, 217 p. — Page Count

Report Number — DLMA-06-7110-36-1-V1

Abstract — The report presents research on Employment Service Potential (ESP), a multi-dimensional measure of labor turnover derived through computer manipulation of existing databases. ESP is both an indicator of job market activity and a measure of market potential for the public Employment Service. The report explores the types of labor market and planning information which may be generated with ESP processing and presents preliminary findings on the labor turnover patterns of California industries and the mobility patterns of selected worker groups. It also presents selected operational applications of ESP data and processing developed for the California Employment Development Department. Finally, the report provides a perspective of future ESP research directions.

Keywords — Keywords: **Manpower, Employment, Turnover rates**, mobility, Government policies, National government, Personal selection, Placement, Recruiting, Demand (Economics), Earings, Information systems Databases, Unemployment insurance.

Also see Volume 2, PB80-126220

NTIS Order/Accession Number — PB80-126212/XCB

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MF-microfiche

Index entries are arranged alphanumerically. Titles are included in all indexes except Contract/Grant Number Index. Sample entries for each index follow:

Title: Reports are listed alphabetically by title; *a*, *an*, and *the* at the beginning of a title are ignored in alphabetizing.	**Employment Service Potential. Volume 1: The Dimensions of Labor Turnover.** Final Report. **PB80-126212/XCB** PC A10/MF A01
Keyword: Entries are sequenced by major subject term, second paired term, and NTIS order number.	**Manpower** Employment Service Potential. Volume 1: The Dimensions of Labor Turnover. Final Report. **PB80-126212/XCB** PC A10/MF A01
Corporate Author: Entries are sequenced by corporate author name, report number, and NTIS order number. The monitor agency number is given following the report title.	**California State Employment Development Department, Sacramento** Employment Service Potential. Volume 1: The Dimensions of Labor Turnover. Final Report. DLMA-06-7110-36-1-V1 **PB80-126212/XCB** PC A10/MF A01
Personal Author: Entries are sequenced by personal author, report title, and NTIS order number.	**P. Hardiman and M. Sugarman** Employment Service Potential. Volume 1: The Dimensions of Labor Turnover. Final Report. **PB80-126212/XCB** PC A10/MF A01
Contract/Grant Number: Entries are sequenced by contract or grant number, corporate author, and NTIS order number.	**DL-06-7110-35** Employment Service Potential. Volume 1: The Dimensions of Labor Turnover. Final Report. **PB80-126212/XCB** PC A10/MF A01
NTIS Order/Report Number: Entries are sequenced by NTIS order, report, or monitor agency number.	**DLMA-06-7110-36-1-V1** Employment Service Potential. Volume 1: The Dimensions of Labor Turnover. Final Report. **PB80-126212/XCB** PC A10/MF A01

ETA RESEARCH, DEMONSTRATION AND EVALUATION PROJECTS
1978 Through 1986

99-308037711901
Measuring the Costs of JTPA (Job Training Partnership Act) Program Participation. Final rept.,
Abt Associates, Inc., Cambridge, MA.
J. Zornitsky, C. Fairchild, J. Jastrzab, A. Seitchik, and D. Deal. 30 Sep 84, 199p AAI-84-42

The report presents findings on the feasibility of collecting participaant cost data for benefit-cost analyses of programs under Titles IIA and III of the Job Training Partnership Act, based on visits to a sample of 12 states and 12 service delivery areas.

Keywords: **Personnel development, Benefit cost analysis, Data acquisition, Training programs,** Economic analysis, Feasability, Jobs, Job Training Partnership Act, Service delivery area, Participation, Cost, States(United States).

Sponsored by Employment and Training Administration, Washington, DC.

PB86-154945/XCB PC **A09**/MF **A01**

DI-21-36-78-18
Youth Labor Force 1945-1995: A Cross-national Analysis,
Columbia Univ., New York. Conservation of Human Resources Project.
B. G. Reubens, J. A. C. Harrisson, and K. Rupp. Dec 80, 611p DLMA-21-36-76-18

The comparative study of the youth labor force (15-25 years old) in twelve industrialized countries 1945-1995 finds that medium-term trends in the youth labor force and differences among countries are largely explained by supply-side factors, such as demographic developments and changes in education enrollment rates. Decreased household responsibilities among females, especially young adults, and rising proportions of young people who combine education and labor force participation also explained differences in national trends. Absolute and relative earnings trends of youth do not appear to vary in a consistent or expected fashion with medium-term trends in labor force participation rates.

Keywords: **Youths, Manpower, Employment, Labor force participation,** Earnings, Demography, Education, Income, Economic analysis, Population growth, Ethnic groups, Socioeconomic status, Migration, Minority groups, Unemployment.

PB81-174450/XCB PC **A99**/MF **A01**

DI-23-11-78-04
Evaluation of the National Industry Apprenticeship Promotion Program. Final rept. Jun 78-Feb 80.
Kirschner Associates, Inc., Albuquerque, NM.
Feb 80, 105p MEL-80-04F

The report provides an assessment of the efforts undertaken in early 1977 under the National Industry Apprenticeship Promotion Program, and focuses on the experience of a variety of special projects designed to stimulate apprenticeship training in industrial and occupational fields which had made only limited use of apprenticeship methods to develop skilled workers. The study examines the techniques and experiences of 11 such projects and identifies factors related to their relative effectiveness. The principal conclusion is that effectiveness in expanding of apprenticeship activities depended substantially on various aspects of quality and operation of the existing local apprenticeship programs.

Keywords: **Specialized training, Apprenticeship,** Promoting, Personnel development, Project management, Evaluation.

See also PB81-248460.

PB81-248452/XCB PC **A06**/MF **A01**

DI-23-11-78-04
Evaluation of the National Industry Apprenticeship Promotion Program. Appendices. Final rept. Jun 78-Feb 80.
Kirschner Associates, Inc., Albuquerque, NM.
Feb 80, 187p MEL-80-04A

This volume is the appendix to the report Evaluation of the National Apprenticeship Promotion Program and provides case study information on the projects included in the full-scale field investigation. The case study reports are presented separately in order to preserve the individuality of each national promotional effort.

Keywords: **Specialized training, Apprenticeship,** Promoting, Personnel development, Project management, Evaluation.

See also PB81-248452.

PB81-248460/XCB PC **A09**/MF **A01**

DI-82-39-72-21
Pathways to the Future: A Report on the National Longitudinal Survey of Youth Labor Market Experience in 1979,
Ohio State Univ., Columbus. Center for Human Resource Research.
M. E. Borus, J. E. Crowley, C. Kim, T. K. Pollard, and R. W. Rumberger. May 81, 796p DLETA-82-39-79-21-K

The report is the first on a nationally representative sample of the 32.9 million young people who were ages 14 to 21 on January 1, 1979. This same sample of 12,686 young men and women will be surveyed annually through 1984 as part of the National Longitudinal Surveys. In this report we discuss the employment and unemployment status of these youth, their reactions to school, their assessment of Federal Government training programs, their vocational training, their attitudes toward work, and their aspirations and expectations for the future.

Keywords: **Youths, Employment, Unemployment,** Characteristics, Earnings, Education, Females, Males, Minority groups, Students, Statistical analysis, Surveys, Negroes.

PB82-101734/XCB PC **A99**/MF **A01**

DI-91-06-79-45
Effects of Economic Change on Employees' Health and Absenteeism. Final rept.,
California Univ., Irvine.
J. A. Frank. 1981, 279p* DLMA-91-06-79-45-1

Using various archival economic indicators, the study attempts to portray economic change and determine if a relationship exists between economic change and certain health-related characteristics of workers. The population consists of 173 employees of an electronics manufacturing firm. Dependent variables are monthly absenteeism and health insurance claims. Independent variables are economic indicators for the industry, community economic indicators (including monthly unemployment) and individual overtime hours. The variables are cross-correlated in a time-series design with four month lead and lag periods. Results suggest that relationships do exist between the economic indicators and the workers' health-related variables. The relationships vary by sex, age and wage groupings. Analyses were conducted at both the group and individual level.

Keywords: **Personnel, Absenteeism, Employment, Unemployment, Economic conditions.**

PB82-100389/XCB PC **A13**/MF **A01**

DI-91-55-79-14
Three Studies in the Economics of Compensation and Collective Bargaining. Final rept.,
Pennsylvania State Univ., University Park. Dept. of Economics.
S. A. Woodbury. Jul 81, 283p* DLETA-91-55-79-14-1

First, the division of compensation between wages and benefits is analyzed using the theory of the consumer as a framework. Second, the relations between collective bargaining and the levels of three pecuniary components of teachers' compensation are examined. A model of the components of compensation is developed and estimated using a national cross-section of school districts from the 1977 Census of Governments. Third, the relation between restrictions on the legality of bargaining class size and actual class size is examined.

Keywords: **Salaries, Fringe benefits, Collective bargaining, Wages,** Earnings, Bargaining, Labor unions, Compensation, Economic elasticity.

Prepared in cooperation with Wisconsin Univ.-Madison. Dept. of Economics.

PB82-100900/XCB PC **A13**/MF **A01**

DI-1722-820142
Push Factors in Mexican Migration to the United States: The Background to Migration, a Summary of Three Studies with Policy Implications. Final rept.,
Texas Univ. at Austin. Inst. of Latin American Studies.
R. M. Malina. Jul 80, 18p

The report is a summary and synthesis of three studies comprising the contract/project: push factors in Mexican migration to the United States. Each of the reports is summarized, and then implications for policy on Mexican migration to the United States are presented.

Keywords: **Population migration, Ethnic groups, Employment, Mexicans,** Decision making, Urban areas, Skilled workers, Unskilled workers, Manpower, Socioeconomic status, Income.

PB81-108847/XCB PC **A02**/MF **A01**

DL-D-9-A-0-0058
Evaluation of Employment Security Automation. Final rept. May 81-Jan 82.
Ketron, Inc., Wayne, PA.
Sep 83, 203p DLETA-D9A-00058

The study evaluated the cost effectiveness of the Employment Security Automation Project (ESAP) which was begun in May 1976 and had as its major objectives the widespread implementation of the Job Service Matching System (JSMS), Unemployment Insurance (UI) on-line benefit systems, and automated tax accounting. The analysis was based on case study data collected in 31 Employment Service offices and 24 UI offices in 10 States during the period May 1981 to January 1982. While computerized job matching as implemented under ESAP was found to be less efficient than non-automated interviewer based matching, the enhancements that accompanied JSMS were found to be potentially very useful in terms of increased capability to locate and update employer/employee records, to collect information on employer hiring patterns, and to monitor the referral of applicants to jobs. ESAP benefited the UI in the handling of initial claims by the decentralization of records access and updating which speeds information about claims. Other beneficial applications have been in overpayment and fraud detection and the generation of automated response letters.

Keywords: **Employment, Information systems, Employment services, Computer Aided Job Matching, Unemployment Insurance,** Benefit cost analysis, Placement, Data collection.

PB85-147486/XCB PC **A10**/MF **A01**

DL-DD-06-80-003
Occupational Segregation in Industrial Society: A Twelve-Nation Comparison of Gender and Marital Differences in Occupational Attainment. Doctoral thesis,
California Univ., Los Angeles.
P. A. Roos. Apr 81, 400p DLETA-06-80-003-1

The study accomplishes two major tasks. First, using sample survey data from 12 modern industrial societies, it investigates gender differences in occupational distribution by comparing the attainment patterns of currently employed men and women. Second, by comparing the distributions and attainments of married and never married women, the study investigates whether occupational segregation by sex can be attributed to gender differences in family responsibilities. The explanations that make this claim are based on the premise that, unlike men, women who work outside the home contend with two distinct sets of responsibilities, those of wife/mother as well as worker. The comparative perspective also permits an investigation of whether sex differences in occupational distribution and attainment can be attributed to historical or cultural circumstances unique to individual countries, or whether they derive in part from more fundamental features of industrial society.

Keywords: **Females, Employment,** Socioeconomic status, Males, Education, Mobility, Career development, Foreign countries, Statistical analysis, Labor force.

PB81-191611/XCB PC **A17**/MF **A01**

DL-DD-25-80-011
Regional Variations in Cyclical Employment. Final rept.,
Massachusetts Inst. of Tech., Cambridge.
M. I. Howland. c1981, 341p DLMA-DD-25-80-011-1

There are wide variations in the manner in which states experience national recessions. This thesis develops and tests a model to explain these cross-state differences in cyclical behavior. Using export-base theory, the model proposes that a state's recession can be explained by national demand for a state's exports, as well as five state specific economic and institutional factors. The severity of the recession in the state's residentiary sector is explained by the variability of employment in the export sector. The model is tested on data from the five post World War II recessions from 1950 to 1975. The findings suggest that the industry mix of a states exports, its capital-labor ratio, the age of its capital stock, the level of unemployment insurance benefits, the extent of unionization of its labor force and a short run export-base multiplier influence the severity of a state's recession.

Keywords: **Employment, Business cycles,** Labor unions, Unemployment, Manufacturing, Insurance, Unemployment, States(United States), Theses.

Doctoral thesis.

PB82-180456/XCB PC **A15**/MF **A01**

DL-DD-36-80-006
Labor Market Segmentation, Human Capital and the Economics of Crime. Final rept.,
New School for Social Research, New York.
R. M. McGahey. 24 Aug 82, 328p DLMA-DD-36-80-006-1

This dissertation analyzes the relationships between human capital, labor market structure and crime. Using a unique micro-level data base with individually matched crime and employment data for over 900 felony arrestees, it tests the relative explanatory power of neoclassical economic choice theory and labor market segmentation theory on the determinants of labor market outcomes, criminal behavior, and their interactions.

Keywords: **Crimes, Employment,** Manpower utilization, Behavior, Policies, Theses, Labor market, Offenders.

Doctoral thesis.

PB83-158576/XCB PC **A15**/MF **A01**

DL-J-9-E-8-0031
Regional Forecasting Model for Construction Activity. Final rept.,
Institute for Defense Analyses, Arlington, VA.
R. W. Thomas, and H. O. Stekler. Sep 80, 232p IDA/HQ-80-22290, R-252

The study describes a regional econometric model of construction activity. The model predicts the demand for twenty-nine types of construction, including residential housing, commercial buildings, manufacturing facilities, warehouses, schools, hospitals, public works, water and sewer systems, and transportation and communications facilities. Predictions are made for each of the fifty states and the District of Columbia. This model was developed as a part of the Construction Labor Demand System (CLDS) for the Department of Labor. CLDS is a system for projecting local labor requirements associated with construction activity. The report describes the conceptual basis of the model, explains the role of the model within CLDS, presents the detailed structure of the model, as estimated statistically, and reports on the accuracy of model forecasts both within and outside the sample period. A final section discusses uses of the model and presents suggestions for future work.

Keywords: **Economic models, Construction industry, Forecasting,** Regions, Economic forecasting, Demand(Economics), Residential buildings, Facilities, Industrial plants, Construction costs, Employment, Manpower, Requirements, Labor estimates, Materials estimates, Market value, Fixed investment, Housing, Seasonal variations.

PB81-162380/XCB PC **A11**/MF **A01**

DL-SS-26-81-16
Effect of Unions on Human Capitol Investments and Returns. Final rept.,
Michigan State Univ., East Lansing. School of Labor and Industrial Relations.
C. L. Maranto. c1982, 231p

Most previous research has predicted and found that unions reduce employees' returns to all human capital, but has used proxies for total work experience. This study uses direct, detailed measures of work experience. Union influence on job evaluation and the strength of seniority in promotion contract provisions are expected to create institutional constraints on wage setting and labor allocation within firms. Employer responses to these constraints are predicted by price theory. Average union/nonunion differences in returns to human capital, and the effects of strong seniority in promotion provisions within the union sector are hypothesized and tested by regression analysis. An index measuring the strength of seniority provisions (SENINDEX) is constructed to test this channel of union influence. The data are from the 1976 Panel Study of Income Dynamics and the BLS file of contract provisions in 1968 and 1969.

Keywords: **Labor unions, Unions, Return on investment,** Economic impact, Job analysis, Industrial relations, Education, Promoting, Wages, Seniority, Collective bargaining.

Doctoral thesis.

PB83-156745/XCB PC **A11**/MF **A01**

DL-00-82-38
Census of Population and Housing, 1980. Report 1A: Population Characteristics, All States by County.
California Univ., Berkeley. Lawrence Berkeley Lab.
W. Lee, A. Marcus, and I. Einowski. Nov 82,51 issues

This report contains a profile of population characteristics at the county level for the State of New Jersey. The data source is the 1980 Census and detailed information on race, sex, age, households, and other housing characteristics are presented.

Keywords: **New Jersey, Populations, Housing studies, Census, Demographic surveys, Counties,** Households, Demography, Ethnic groups, Characteristics, Sex, Age, Population(Statistics).

Sponsored in part by Employment and Training Administration, San Francisco, CA. Region IX.

PB83-120493/XCB PC **E99**/MF **E99**
LBL-14636-CO/NJ. New Jersey. Nov 82, 38p PC E02, MF E02 **PB83-120808/XCB**

DL-06-7110-36
Employment Service Potential. Volume I: The Dimensions of Labor Turnover. Final rept.,
California State Employment Development Dept., Sacramento.
P. Hardiman, and M. Sugarman. 1 Sep 79, 217p
DLMA-06-7110-36-1-V1

The report presents research on Employment Service Potential (ESP), a multi-dimensional measure of labor turnover derived through computer manipulation of existing data bases. ESP is both an indicator of job market activity and a measure of market potential for the public Employment Service. The report explores the types of labor market and planning information which may be generated with ESP processing and presents preliminary findings on the labor turnover patterns of California industries and the mobility patterns of selected worker groups. It also presents selected operational applications of ESP data and processing developed for the California Employment Development Department. Finally, the report provides a perspective of future ESP research directions.

Keywords: **Manpower, Employment, Turnover rates,** Mobility, Government policies, National government, Personnel selection, Placement, Recruiting, Demand(Economics), Earnings, Information systems, Data bases, Unemployment insurance.

See also Volume 2, PB80-126220.

PB80-126212/XCB PC **A10**/MF **A01**

DL-06-7110-36
Employment Service Potential. Volume II: Technical Development Issues. Final rept.,
California State Employment Development Dept., Sacramento.
P. Hardiman, and M. Sugarman. 1 Sep 79, 72p DLMA-06-7110-36-1-V2

The report recounts ESP data validation activities and the various surce errors and employer reporting inconsistencies encountered. It describes the appropriate error correction and data adjustment procedures for each. Among the methodological issues discussed are: data sampling, installation considerations, and techniques for redistributing multiple-establishment firm turnover.

Keywords: **Manpower, Employment,** Mobility, Government policies, National government, Personnel selection, Placement, Recruiting, Demand(Economics), Earnings, Computers, Taxes, Forecasting.

See also Volume 1, PB80-126212, and Volume 3, PB80-126238.

PB80-126220/XCB PC **A04**/MF **A01**

DL-06-7110-36
Employment Service Potential. Volume III: Special Survey of Employers. Final rept.,
California State Employment Development Dept., Sacramento.
M. Sugarman, and P. Hardiman. 1 Sep 79, 248p
DLMA-06-7110-36-1-V3

The report explores employer policies and practices producing turnover differences within the firm. Many survey firms pursued a strategy trading off employee stability with payroll cost flexibility. They divided their work forces and offered some employees more employment security than others. The factors upon which job differentiation is based are: recruitment and separation practices, job permanency, fringe benefits, and the possibilities for upward mobility. Job differentiation arrangements offer some employees added protections which increase any turnover differences between them and more peripheral staff.

Keywords: **Manpower, Employment, Turnover rates,** Mobility, Government policies, National government, Personnel selection, Placement, Recruiting, Demand(Economics), Earnings, Information systems, Fringe benefits.

See also Volume 2, PB80-126220.

PB80-126238/XCB PC **A11**/MF **A01**

DL-13-35-74-06
Longitudinal Study of Effects of Selected Employment and Training Services on Migrant and Other Seasonal Farmworkers. Final rept. Aug 75-May 78,
Kirschner Associates, Inc., Albuquerque, NM.
D. W. Berry. Jan 79, 155p MEL-79-13

No abstract available.

Keywords: **Specialized training, Farms, Personnel development,** Upgrading, Employment, Quality of Life, Income, Services, Surveys, Comprehensive Employment and Training Act of 1973, Migrant workers, Program effectiveness.

Prepared in cooperation with Management Consultants Unlimited, Inc.

PB-300 773/9/XCB PC **A08**/MF **A01**

DL-20-04-76-55
Local Labor Market Econometric Forecasting Models. Final rept.,
Arizona Univ., Tucson.
A. T. Denzau, C. A. Taylor, and R. Oaxaca. 1979, 43p
DLETA-20-04-76-55-1

The purpose of the study was to develop a methodology for constructing short-term (two year) forecasting models to predict various aspects of a local economy and apply that methodology to six specific substate areas. The models are designed to forecast labor demand by industry (and occupation), population (with some age/sex disaggregation), labor force participation, unemployment, income by source and major features of local government finances. The paper provides a brief summary of the research. The six areas selected for empirical application were: the San Francisco-Oakland, California SMSA; Phoenix, Arizona SMSA; Mid-Cumberland Tennessee Economic Development District; Springfield-Chicopee-Holyoke, Massachusetts, SMSA; Tucson, Arizona SMSA and Southeastern Utah Economic Development District.

Keywords: **Economic forecasting, Economic models, Employment, Labor market,** Forecasting, Econometrics, Demand(Economics), Demography, Unemployment, Income, Population(Statistics), Salaries, Economic development, Local government, Revenue, Property taxes, Industries, Labor force participation.

PB80-101207/XCB PC **A03**/MF **A01**

DL-20-06-75-48
Effectiveness of Counseling in U.S. Employment Service: A Pilot Study. Analytic Results. Final rept.,
SRI International, Menlo Park, CA.
J. Benus, A. Hall, P. Gwartney-Gibbs, M. Coon, and C. Cole. Aug 77, 104p DLMA-20-06-75-48-1

The major objectives of the study are: (1) To develop a methodology that may be used in a national evaluation of the impact of ES counseling; and (2) to provide policy makers with an initial indication of the net impact of counseling. The major feature of the study design is an experiment wherein individuals who need counseling are randomly assigned to either an experimental or a control group. This design was implemented in three ES offices.

Keywords: **Counseling, Vocational guidance,** Program effectiveness, Employment, Placement, Surveys, Job opportunities, Labor market, Employment service.

See also PB-273 907.

PB-273 906/8/XCB PC **A06**/MF **A01**

DL20-06-75-48
Effectiveness of Counseling in the U.S. Employment Service: A Pilot Study. Data Documentation. Final rept.,
SRI International, Menlo Park, CA.
J. Benus, A. Hall, P. Gwartney-Gibbs, M. Coon, and C. Cole. Aug 77, 301p DLMA-20-06-75-48-2

Report describes a study to develop a method for evaluating ES counseling. This volume contains the instruments used and data collected during the study.

Keywords: **Counseling, Vocational guidance,** Program effectiveness, Employment, Placement, Surveys, Job opportunities, Labor market, Employment service.

See also PB-273 906.

PB-273 907/6/XCB PC **A14**/MF **A01**

DL-20-06-76-51
Survey of Mexican American Workers in Two Selected Urban Areas in the Southwest. Final rept.
Kyushu Electric Power Co., Inc., Fukuoka (Japan).
30 Jun 80, 224p DLETA-20-06-76-51-2

The report is concerned with the work experience of Mexican Americans in the Southwest, with particular attention to the methods used to find and select full-time jobs.

Keywords: **Ethnic groups, Employment,** Manpower utilization, Salaries, Characteristics, Job analysis, Education, Texas, California, Labor force, Mexican Americans, Harris County(Texas), Orange County(California).

PB81-103525/XCB PC **A10**/MF **A01**

DL-20-06-76-51
Survey of Mexican American Workers in Two Selected Urban Areas in the Southwest. Executive Summary. Final rept.
Kyushu Electric Power Co., Inc., Fukuoka (Japan).
30 Jun 80, 27p DLETA-20-06-76-51-1

The report is the executive summary of a project which studied the work experience of Mexican Americans in the Southwest, with particular attention given to the methods used to find and select full-time jobs.

Keywords: **Employment, Ethnic groups,** Manpower, Behavior, Specialized training, Urban areas, Surveys, Texas, California, Mexican Americans, Harris County(Texas), Orange County(California).

See also PB81-103525.

PB81-108896/XCB PC **A03**/MF **A01**

DL-20-06-77-16
Non-Apprehended and Apprehended Undocumented Residents in the Los Angeles Labor Market: An Exploratory Study. Final rept. 1 Apr 77-31 May 79,
University of Southern California, Los Angeles. Population Research Lab.
M. D. Van Arsdol, J. W. Moore, D. M. Heer, and S. P. Haynie. May 79, 188p DLMA-20-06-77-16-1

The study presents for the first time detailed information concerning the economic assimilation, demographic characteristics, and social adjustment of a large sample of undocumented Mexican residents of the United States who were not apprehended by the U.S. Immigration and Naturalization Service at the time they were interviewed. These persons were then residing in Los Angeles, California. The purpose of the research is to analyze previously unavailable data concerning the social histories and assimilation of such migrants, and to compare their characteristics with those of apprehended undocumented migrants.

Keywords: **Employment, Ethnic groups,** Earnings, Population migration, Mobility, Statistical analysis, Labor force participation, Mexicans, Aliens, Immigration offenses.

PB-296 328/8/XCB PC **A09**/MF **A01**

DL-20-06-78-07
CETA and Reservation Economic Development. Exemplary Project Handbook: Community-Based Data Collection. Rept. for Apr 79-Jul 80,
Urban and Rural Systems Associates, San Francisco, CA.
E. J. Fazio, and S. J. Jones. May 80, 125p DLMA-20-06-78-07

The study examined the relationship between CETA Title III Indian programs and Indian reservation economic development on twenty-five Indian reservations and Native Alaskan communities nationwide. During the study a wide range of materials were collected, and interviews were conducted with over 400 persons. The study analyzed the relationships between the CETA programs and the EDA, HUD, BIA, IHS, USDA, etc. funded economic development activities, and provided a perspective on the state of reservation economic development. The manual highlights a number of exemplary community-based data collection efforts undertaken by Native American CETA grantees to improve their planning and program development activities.

Keywords: **American Indians, Economic development, Comprehensive Employment and Training Act, Reservations(Indian),** Personnel development, Industrial training, Cooperation, Specialized training, Grants, Federal assistance programs, Economic assistance, Community development, Alaska, Employment, Coordination, Program evaluation.

Portions of this document are not fully legible.

PB81-125619/XCB PC **A06**/MF **A01**

DL-20-06-78-07
CETA and Reservation Economic Development. Exemplary Project Handbook: Planning for Economic Development. Volume 1. Manual rept. Apr 79-Sep 80,
Urban and Rural Systems Associates, San Francisco, CA.
P. F. Kelly, E. J. Fazio, and S. J. Jones. Sep 80, 109p
URSA-77-17, DLMA-20-06-78-07-1

The manual represents one product of a research and development study commissioned by the Office of Policy Evaluation and Research (OPER) of the Department of Labor. The study examined the relationship between CETA Title III Indian programs and Indian reservation economic development on twenty-five Indian reservations and Native Alaskan communities nationwide. During the study a wide range of materials was collected, and interviews were conducted with over 400 persons. The study analyzed the relationships between the CETA programs and the EDA, HUD, BIA, IHS, USDA, etc. funded economic development activities, and provided a perspective on the state of reservation economic development.

Keywords: **Economic development, Indian reservations,** Federal assistance programs, Employment, Manpower, Rural areas, American Indians.

See also Volume 2, PB81-126047.

PB81-126039/XCB PC **A06**/MF **A01**

DL-20-06-78-07
CETA and Reservation Economic Development. Exemplary Project Handbook: Participating in Economic Development Volume 2. Manual rept. Apr 79-Jul 80,
Urban and Rural Systems Associates, San Francisco, CA.
E. J. Fazio, P. Kelly, and S. J. Jones. May 80, 152p
URSA-77-17, DLMA-20-06-78-07-2

The handbook highlights a number of exemplary uses of CETA funds in reservation economic development, presents a discussion of the problems reservations may face in meeting the new funding directions of the federal government, and suggests some ways in which reservation and consortium-based Native American CETA grantees can deal with those problems and participate in economic development in the 1980s.

Keywords: **Economic development, Indian reservations,** Federal assistance programs, Employment, Manpower, Rural areas, American Indians, Communities.

See also Volume 1, PB81-126039.

PB81-126047/XCB PC **A08**/MF **A01**

DL-20-06-78-07
Study of CETA Plans and Reservation Economic Development. Final rept. Dec 77-Dec 78,
Urban and Rural Systems Associates, San Francisco, CA.
E. J. Fazio, and P. F. Kelly. Sep 78, 174p URSA-77/17

The study examined the relationship between CETA Title III Indian programs and Indian reservation economic development on twenty-five Indian reservations and Native Alaskan communities nationwide. During the study a wide range of materials were collected, and interviews were conducted with over 320 persons. The study analyzed the relationships between the CETA programs and the EDA, HUD, BIA, IHS, USDA, etc. funded economic development activities, and provided a perspective on the state of reservation economic development. Findings of the study are focused upon an examination of reservation planning in general and reservation manpower planning in particular; the linkages between CETA programs and economic development observed on the twenty-five study sites; and the constraints to linkages imposed by the administration of the CETA program and the various other federal funding programs which provide support to reservation-based economic development.

Keywords: **Economic development, Indian reservations,** American Indians, Communities, Alaska, Manpower, Planning, Site surveys, Project management, Employment, Rural areas, Rural sociology, Comprehensive Employment and Training Act.

PB-287 545/8/XCB PC **A08**/MF **A01**

DL-20-06-78-41
Economic Impact in Guam of the Department of Labor's Adverse Effect Wage Rate Regulation. Volume I: Text. Final rept. May 78-Jul 80,
Center for Applied Manpower Research, Berkeley, CA.
C. C. Aller, J. W. Osman, and C. D. Vencill. 23 Jul 80,
263p DLETA-20-06-78-41-1

The research examines the economic impact in Guam of the U.S. Department of Labor's recently-implemented Adverse Effect Wage Regulation. The government's historical importation policy of foreign workers into Guam had created an infinitely elastic supply of skilled construction craftsmen, thus depressing local wages in that industry. Three general issues were analyzed: First, two field surveys, one year apart, measured changes in wages and working conditions which emerged in the initial years after the 1977 establishment of a step progression in minimum wages for nonimmigrant alien (H-2) workers on Guam. Second, the economic impact on the Gual economy during the first stages of the adverse wage rate implementation was estimated with an econometric model. Finally, the study presents a set of 21 alternative solutions and policy recommendations to USDOL/ETA.

Keywords: **Salaries, Regulations, Guam,** Economic impact, Salary administration, Government policies, Personnel replacement, Fringe benefits, Manpower, Salary surveys, Ethnic groups, Economic analysis, Social effect, Econometrics, Population migration, Skilled workers, National government, Immigration, Minimum wage, Wages, Wage surveys.

PB80-218837/XCB PC **A12**/MF **A01**

DL-20-06-78-44
Client Assessment: A Manual for Employment and Training Agencies. Final rept. 1 Jul 78-30 Sep 79,
Glaser (Edward) and Associates, Los Angeles, CA.
T. E. Backer. Sep 79, 177p DLETA-20-06-78-44-1

The report provides information employment and training agencies can use in (1) developing and operating client assessment programs; and (2) identifying, adapting or developing special assessment techniques for severelly disadvantaged clients (for whom widely available standard assessment tools such as the General Aptitude Test Battery (GATB) may be inappropriate). In the Manual, basic concepts of client assessment are presented, followed by strategies for assessment program development (including how to retrieve needed information), and finally information on a range of specific assessment techniques.

Keywords: **Aptitude tests, Personnel selection,** Placement, Handicapped workers, Counseling, Vocational guidance, Psychological tests, Rehabilitation, Work sampling, Reviews, Evaluation, Methodology.

PB-300 452/0/XCB PC **A09**/MF **A01**

DL-20-06-80-11
Employment Opportunity Pilot Project (EOPP). Employer Data Base Documentation. Rept. for Sep 79-Sep 81,
SRI International, Menlo Park, CA.
M. Keeley. Jun 82, 284p DLETA-20-06-80-11, , DOL/DF-83/002A

This is documentation for a data tape of employers in ten locations throughout the United States who were surveyed to determine their hiring behavior of low-income individuals.

Keywords: **Employment,** Surveys, Low income groups, Salaries, Project management.

For system on magnetic tape, see PB83-251181.

PB83-251173/XCB PC **A13**/MF **A01**

DL-20-06-80-53
Assessment of the National Displaced Homemaker Program. Volume I. Overview of the 47 Displaced Homemaker Demonstration Projects: A Cross-Project Analysis. Final rept. Oct 80-Sep 81,
Berkeley Planning Associates, Inc., CA.
D. Kogan, L. Greenwood, P. Jenny, M. Rogers, and M. Vencill. 30 Sep 81, 177p 80-1, DLETA-20-06-80-53-1

The report examined 47 community-based demonstration projects that provide direct employment and training services to displaced homemakers, who have been recognized by the Comprehensive Employment and Training Act, Title III, as having particular disadvantages in the labor market. Displaced homemakers are individuals who have been absent from the labor market for a number of years while working without pay caring for other family members in the home. They have lost their previous source of support as a result of separation, divorce, widowhood, disability of spouse, or loss of welfare eligibility. Major displaced homemaker needs noted by projects were lack of self-esteem, lack of job search skills and employment experience, lack of educational and work skills, and immediate life problems associated with the crisis of displacement. The projects set goals to meet these needs by providing job readiness training in peer groups, counseling, job development and placement assistance, and access to skills training and other supportive services, often drawing on linkages with other community resources. The report provides a description of project operations from a cross-project comparative perspective and presents preliminary data on the characteristics and outcomes of the 1,823 participants that had been served at the time of initial data collection.

Keywords: **Employment, Females,** Specialized training, Vocational guidance, Counseling, Performance evaluation, Unemployment, Unskilled workers, Barriers, Training devices.

See also Volume 2, PB82-226143.
Also available in set of 5 reports PC E99, PB82-226127.

PB82-226135/XCB PC **A09**/MF **A01**

DL-20-06-80-53
Assessment of the National Displaced Homemaker Program. Volume II. Overview of the 47 Displaced Homemaker Demonstration Projects: Project Descriptive Profiles. Final rept. Oct 80-Sep 81,
Berkeley Planning Associates, Inc., CA.
D. Kogan, L. Greenwood, M. Rogers, P. Jenny, and M. Vencill. 30 Sep 81, 200p 80-2, DLETA-20-06-80-53-2

The report provides descriptive profiles of 47 community-based demonstration projects that provide direct employment and training services to displaced homemakers, who have been recognized by the Comprehensive Employment and Training Act, Title III, as having particular disadvantages in the labor market. The descriptive profiles summarize the program design, organization, and service philosophy of each demonstration project and list a contact person at each project for additional information. The characteristics of project participants and a profile of participant outcomes are also presented for each project.

Keywords: **Employment, Females,** Specialized training, Vocational guidance, Counseling, Performance evaluation, Unemployment, Unskilled workers, Barriers, Training devices.

See also Volume 1, PB82-226135 and Volume 3, PB82-226168.
Also available in set of 5 reports PC E99, PB82-226127.

PB82-226143/XCB PC **A09**/MF **A01**

DL-20-06-80-53
Assessment of the National Displaced Homemaker Demonstration Program. Volume III. Phase II Research Design: Assessment of Participant Outcomes and Community Impacts. Final rept. Oct 80-Sep 81,
Berkeley Planning Associates, Inc., CA.
M. Rogers, D. Kogan, S. Langlois, and L. Greenwood. 30 Sep 81, 152p 80-3, DLETA-20-06-80-53-3

This report constitutes the detailed research design for a study of the impacts of participation in a series of demonstration projects to provide employment-related services to displaced homemakers. The proposed methodology consists of interviews with 320 former project participants and 240 displaced homemakers who did not receive project services, to collect information about the employment experiences and other aspects of the situations of displaced homemakers up to one and a half years after leaving the displaced homemaker project and after the completion of any subsequent training components. Also proposed is a community impact study, examining the ongoing community systems for displaced homemakers after the end of the special U.S. Department of Labor-funded demonstration projects to serve displaced homemakers.

Keywords: **Employment, Females,** Specialized training, Vocational guidance, Counseling, Performance evaluation, Unemployment, Unskilled workers, Barriers, Training devices.

See also Volume 2, PB82-226143 and Volume 4, PB82-226168.
Also available in set of 5 reports E99, PB82-226127.

PB82-226150/XCB PC **A08**/MF **A01**

DL-20-06-80-53
Assessment of the National Displaced Homemaker Program. Volume IV. Case Studies of Eight Demonstration Projects. Final rept. Oct 80-Sep 81,
Berkeley Planning Associates, Inc., CA.
D. Kogan, L. Greenwood, P. Jenny, M. Rogers, and M. Vencill. 30 Sep 81, 475p 80-4, DLETA-20-06-80-53-4

The report contains case study narratives describing the structure and operation of eight displaced homemaker demonstration projects which received funding from the U.S. Department of Labor under Title III of the Comprehensive Employment and Training Act (CETA) during Fiscal Year 1980. Within each case study narrative the following topics are addressed: program design, participant characteristics and needs, staffing patterns, services provided, participant outcomes, project funding, the relationship between the demonstration project and the CETA-Prime Sponsor, the relationship between the project and the community, and plans for project continuation beyond the demonstration period. The case study projects were located in Boston, Massachusetts; Bridgeport, Connecticut; Philadelphia, Pennsylvania; Fort Lauderdale, Florida; Nashville, Tennessee; Rhinelander, Wisconsin; Jonesboro, Arkansas; and Springfield, Missouri.

Keywords: **Employment, Females,** Specialized training, Vocational guidance, Counseling, Performance evaluation, Unemployment, Unskilled workers, Barriers, Training devices.

See also Volume 3, PB82-226150 and Volume 5, PB82-226176.
Also available in set of 5 reports PC E99, PB82-226127.

PB82-226168/XCB PC **A20**/MF **A01**

DL-20-06-80-53
Assessment of the National Displaced Homemaker Program. Volume V. Summary of Research Findings: Conclusions and Recommendations.
Final rept. Oct 80-Sep 81,
Berkeley Planning Associates, Inc., CA.
D. Kogan, L. Greenwood, and M. Vencill. 30 Oct 81,
193p 80-5, DLETA-20-06-80-53-5

The volume summarizes the research findings and recommendations from an assessment of 47 community-based demonstration projects providing direct employment and training services to displaced homemakers in FY 1980, supported by U.S. Department of Labor funding under Title III of the Comprehensive Employment and Training Act (CETA). This report is divided into three parts. The first part provides a comprehensive overview and comparative analysis of eight projects which were studied intensively during a case study phase of the evaluation. The second part discusses six projects that received funding directly from DOL's Office of National Programs and that were intended to emphasize services to older, minority, and rural displaced homemakers. The final section discusses five key issues that were identified during the evaluation including: (1) who are the intended and actual target groups for displaced homemaker services; (2) what service models appear to be most effective in serving the needs of this group; (3) what participant outcomes have resulted; (4) to what extent were the projects able to continue services beyond the demonstration funding period and (5) is CETA a viable vehicle for serving displaced homemakers.

Keywords: **Employment, Females,** Specialized training, Vocational guidance, Counseling, Performance evaluation, Unemployment, Unskilled workers, Barriers, Training devices.

See also Volume 4, PB82-226168.
Also available in set of 5 reports PC E99, PB82-226127.

PB82-226176/XCB PC **A09**/MF **A01**

DL-20-06-82-08
Design and Implementation of the Claimant Placement and Work Test Demonstration. Final rept.,
SRI International, Menlo Park, CA.
T. R. Johnson, J. M. Pfiester, R. W. West, and K. P. Dickinson. May 84, 159p DOL-20-06-82-08

The Claimant Placement and Work Test Demonstration, which provided additional employment services to unemployment insurance (UI) recipients in order to reduce UI outlays, was implemented in three Charleston, South Carolina Employment Service (ES) offices and one UI office. The demonstration included services in three general areas. First, to increase the placements of UI recipients, enhanced placement services were provided. Second, to help UI recipients improve their ability to find their own jobs, a job search workshop was offered. Finally, to improve the exchange and use of information between ES and UI offices, a package of elements was designed to lead to an improved work test. This report describes the initial design of the demonstration, modifications made to the design, and implementation experiences. No results are provided on the success of the demonstration services in reducing UI outlays; the evaluation of the impact of the demonstration is the responsibility of another contractor.

Keywords: **Placement, Unemployment, Work tests, Claimants,** South Carolina, Cost effectiveness, Design, Implementation, Charleston(South Carolina).

PB85-151025/XCB PC **A08**/MF **A01**

DL-20-06-82-23
Unemployment and Unemployment Insurance. Final rept. 1977-81,
Unicon Research Corp., Santa Monica, CA.
R. H. Topel. May 84, 75p U-84-001, DLETA-20-06-82-23-1

The authors estimate the impact of the current UI system on measured unemployment, including (1) the effects of UI financing methods on transitions to and from unemployment; (2) the decomposition of the incidence of these effects on different types of unemployment (permanent layoffs, temporary layoffs and quits); and (3) the effects on non-subsidized UI on decisions that affect the frequency and duration of unemployment spells. These goals require a fairly detailed characterization of current methods of providing and financing UI benefits, which is also carried out in the paper. Results indicate that if the UI system were perfectly experience-rated, (1) the employment rate for prime-aged males would fall by over one percentage points; and (2) both the frequency and duration of unemployment spells would be reduced.

Keywords: **Unemployment, Unemployment insurance,** Economic analysis, Financing, Time, Frequencies, Measurement, Layoffs, Duration, Benefits.

PB85-204972/XCB PC **A04**/MF **A01**

DL-20-06-82-83
Equilibrium Earnings, Turnover, and Unemployment: New Evidence. Final rept.,
Unicon Research Corp., Santa Monica, CA.
R. H. Topel. Aug 83, 38p U-83-002

In labor market equilibrium, sectoral differences in natural rates of unemployment generate a conformable distribution of wage differentials that compensate workers for bearing unemployment risk. This paper offers new empirical evidence on the determinants of the equilibrium. The analysis consists of two stages. First, I estimate a three-state model of employment and unemployment that identifies the determinants of individuals' rates of entering and leaving unemployment spells. Sectoral and policy-induced differences in unemployment probabilities evolve naturally from this framework. Second, I estimate the impact of these differences on the distribution of wages. An important finding is the powerful impact of the unemployment insurance (UI) system both on unemployment and on equalizing wage differences. The evidence is strong that the availability of UI increases unemployment, while simultaneously reducing the magnitude of compensating wage differentials. Neglect of the role of UI as a substitute for wages partially accounts for the small compensating differentials estimated in previous research.

Keywords: **Economic analysis, Earnings, Unemployment,** Unemployment insurance, Labor market.

PB85-177004/XCB PC **A03**/MF **A01**

DL-20-06-82-83
Efficient Labor Contracts with Employment Risk (Revised). Final rept.,
Unicon Research Corp., Los Angeles, CA.
R. H. Topel, and F. Welch. Oct 84, 44p U-83-004, DLETA-20-06-82-23-3

The paper explores the form of labor contracts (explicit or implicit) that satisfy economic efficiency conditions and compares such contracts with those posited in existing literature. A distinguishing feature of this analysis is the introduction of worker saving into the modeling framework. Previous analyses involved identity between consumption and earnings in every time period. Consequently, workers can 'self-insure' against transitory fluctuations in income by saving or dissaving. After a thorough consideration of observed characteristics of employment and compensation variability over varying demand states, the authors conclude that none of the observations requires risk-shifting from employee to employer as an explanation even though this argument predominates in the contract literature.

Keywords: **Unemployment, Economic analysis, Labor contracts,** Contracts.

Revision of report dated May 82. Sponsored by Employment and Training Administration, Washington, DC.

PB86-143831/XCB PC **A03**/MF **A01**

DL-20-11-74-18
Development of Selection and Criterion Measures for the Positions of Employment Service Interviewer and Local Office Manager. Final rept.,
Educational Testing Service, Princeton, NJ.
M. Rosenfeld, and R. F. Thorton. Feb 77, 86p DLMA-20-11-74-18-2

The purpose of this project was to determine if fair and valid tests could be developed for interviewer and local office manager, 2 key positions in State employment security agencies. An earlier report, A Case Study in Job Analysis Methodology, described the job analysis phase of the project. This report describes the development and results of pilot testing the selection instruments designed for the two positions, and the development of and results of pilot testing the criterion instruments for use in possible criterion-related validity studies.

Keywords: **Government employees, Personnel selection,** State government, Job analysis, Achievement tests, Manpower utilization, Qualifications, Minority groups, Test construction(Psychology).

PB-293 117/8/XCB PC **A05**/MF **A01**

DL-20-11-74-21
Seven Years Later: The Experiences of the 1970 Cohort of Immigrants in the U.S. Labor Market. Final rept.,
Linton and Co., Inc., Washington, DC. New TransCentury Foundation, Washington, DC. Center for Labor and Migration Studies.
D. S. North. 15 Jun 78, 168p* DLMA-20-11-74-21-3

Each year about 400,000 legal immigrants enter the U.S., and each year about 222,000 immigrants (net) enter the labor market. The demographic profile of the legal immigrants is close to that of the population at large, and is thus different from that of illegal immigrants (who tend to be young, single males). In the U.S., immigrants earn more money and work fewer hours per week than they did in their homeland, and, in the case of women, quickly earn as much as their peers; the men appeared to be on their way to earnings equity with their peers. There are substantial occupational group movements, many of which initially at least are downwards. The study is based on published and unpublished government statistics and on a survey of the 1970 cohort of immigrants.

Keywords: **Employment, Manpower utilization, Population migrations, Immigrants, Labor force participation,** Demographic surveys, Income, Earnings, Experience, Occupational mobility, United States, Ethnic groups, Characteristics, Statistical analysis, Government policies, Females, Males, Work experience, Working hours, Illegal immigrants, Occupational surveys.

Prepared in cooperation with New TransCentury Foundation, Washington, DC. Center for Labor and Migration Studies, and TransCentury Corp., Washington, DC.

PB-293 228/3/XCB PC **A08**/MF **A01**

DL-20-11-76-08
Nonimmigrant Workers in the U.S.: Current Trends and Future Implications. Final rept.,
New TransCentury Foundation, Washington, DC. Center for Labor and Migration Studies.
D. S. North, and J. R. Wagner. May 80, 176p DLETA-20-11-76-08-1

The report describes one class of alien workers, nonimmigrants, who may work in the U.S. legally, but only temporarily and under other prescribed conditions. The numbers, occupations, wages, and working conditions of five subclasses of such workers are analyzed: foreign students, temporary workers of distinguished ment and ability, other temporary workers, exchange visitors, and intracompany transferees (multinational employees). Many of these workers are roughly comparable to the guestworkers of Europe, while the rural workers are comparable to the braceros (Mexican Nationals working in agriculture) of the period 1942-1964. The impacts of these workers on the micro labor markets they affect is discussed, as are their demographic impacts.

Keywords: **Population migration, Employment,** Students, Unskilled workers, Professional personnel, Manpower utilization, Medical personnel, Nurses, Universities, Farm crops, Labor relations, Government policies, Labor market, Immigration, Immigrants, Aliens.

PB80-188626/XCB PC **A09**/MF **A01**

DL-20-11-76-11-1
Manpower and Immigration Policies in the United States. Final rept.,
National Commission for Manpower Policy, Washington, D.C.
D. North, and A. LeBel. Feb 78, 282p* DLMA-20-11-76-11-1

This study addresses the interface of immigration and manpower policy in the U.S. It emphasizes the basic issues of policy concern which have played a significant part in the formulation of immigration policy since the founding of the Nation. Policies discussed are those that regulate the admission of alien workers, as well as those that govern the postadmission of workers and their activities.

Keywords: **Manpower, Migrations, Government policies,** Specialized training, Counseling, Students, Legislation, Ethnic groups, Career development, Labor market, Immigration.

PB-284 216/9/XCB PC **A13**/MF **A01**

DL-20-11-76-12
FSB Follow-Up Study Public Use File Documentation. Final rept.
Mathematica Policy Research, Inc., Princeton, NJ.
Jan 79, 106p DOL/DF-79/004A

The report is the documentation for data tapes developed in a study of approximately 12,000 recipients of Federal Supplemental Benefits (FSB) or Special Unemployment Assistance (SUA) during 1975. The data come from state records and an interview conducted in March 1976. Extensive data is presented on labor market activity, unemployment compensation, and household income.

Keywords: **Federal assistance programs, Unemployment,** Income, Surveys, Economic analysis, Statistical analysis, Insurance, Labor force participation.

For system on magnetic tape, see PB-294 476.

PB-294 477/5/XCB PC **A06**/MF **A01**

DL-20-11-76-12
FSB/SUA Public Use File Documentation. Final rept.
Mathematica Policy Research, Inc., Princeton, NJ.
Jun 77, 404p DOL/DF-79/003A

The report contains the documentation for data tapes developed in a study of 1,500 Federal Supplemental Benefits (FSB) recipients and 500 Extended Benefits (EB) recipients who collected these benefits in 1975. Data on these individuals labor market activity, unemployment compensation and household income were collected. The labor market data cover an approximately 3 year time period for each individual. The sample came from 15 state and was chosen to be representative of the national FSB and EB populations.

Keywords: **Benefits, Federal assistance programs, Documentation, Unemployment Insurance,** National government, Supplements, Extension, Employment, Unemployment, Compensation, Income, Data files, Employment experience.

For system on magnetic tape, see PB-294 478.

PB-294 479/1/XCB PC **A18**/MF **A01**

DL-20-11-76-37
Studies of I. The Job Corps Allowances System. II. The Job Corps Home Leave Policy,
Planning and Human Systems, Inc., Washington, DC.
F. Georgette, W. Tash, and J. Watson. Apr 79, 118p
DLETA-20-11-76-37-1

The purposes of the allowance system study were to: (1) explore the impact of changes in Job Corps allowances on the retention rates of Corpsmembers at three different centers; (2) develop hypothesis and findings relative to the probable factors leading to early departures. Findings suggest factors leading to early dropping out included not being able to enter or qualify immediately for training of choice, homesickness, personal adjustment problems, length of training program, and various characteristics of center and staff which are incompatible with trainee's expectations. The purpose of the home leave policy study was to determine whether the 30-45 day loss rate would decrease if Corpsmembers took home leave at 45 days instead of 6 months. Also examined was the impact on Center operations. Findings were that the 45 day home leave did not improve trainee retention rates, morale, or attitudes but did increase recruitment and Center operation costs.

Keywords: **Allowances, Leave of absence, Job Corps,** Personnel selection, Manpower utilization, Recruiting, Industrial training, Fringe benefits, Vocational interests, Industrial psychology, Job satisfaction, Counseling, Adjusting, Employment, Personnel development, Morale, Attrition(Personnel).

PB80-178189/XCB PC **A06**/MF **A01**

DL-20-11-76-47
Youth Labor Market: A Dynamic Overview. Final rept.,
Bureau of Labor Statistics, Washington, D.C. Office of Research Methods and Standards.
J. R. Antos, and W. S. Mellow. Feb 78, 200p DLMA-20-11-76-47-1

This study uses six years of data from the National Longitudinal Surveys of young males and females to investigate how young people adapt to the market place. A five component recursive model is sequentially estimated for each age from 18 through 27. The components are: education and labor force status, wage determination, turnover, unemployment duration, and wage growth. Evidence is found that competitive forces operate over the long run in the youth labor market: Productive capabilities are rewarded, and workers initially earning less (more) than their potential move up (down) the wage distribution. Job changing facilitates this equilibration, although turnover among females appears to be less purposeful than for males. We also find that deteriorating aggregate economic conditions severely disrupt the youth labor market, increasing unemployment and depressing wage growth.

Keywords: **Youths, Employment,** Earnings, Salaries, Economic analysis, Economic models, Manpower utilization, Males, Females, Mobility, Socioeconomic status, Unemployment, Labor unions, Unskilled workers, Upgrading.

PB-283 262/4/XCB PC **A09**/MF **A01**

DL-20-11-77-21
Between Two Worlds: Youth Transition from School to Work. Executive Summary: A Strategy for Research and Experimentation. Final rept.,
Center for Education and Work, Washington, DC.
P. E. Barton, and B. S. Fraser. Aug 78, 44p DL-20-11-77-21-1

This is the executive summary of a series of 4 volumes of a report on a project to synthesize and analyze existing knowledge and to develop a strategy for research and experimentation concerning the transition of youth from school to work.

Keywords: **Youths, Employment, Schools,** Placement, Counseling, Unemployment, Education, Learning, Students, Vocational guidance.

See also Volume 1, PB-286 842.
Also available in set of 4 reports PC E11, PB-286 840-SET.

PB-286 841/2/XCB PC **A03**/MF **A01**

DL-20-11-77-21
Between Two Worlds: Youth Transition from School to Work. Volume 1: Problems, Conditions, and Issues. Final rept.,
Center for Education and Work, Washington, DC.
P. Barton, and B. S. Fraser. Aug 78, 123p DL-20-11-77-21-2

This volume (of a 4 volume set) of a synthesis and analysis of knowledge concerning the transition of youth from school to work, addresses the problems, conditions, and policy issues relating to the transition. It sets forth what is known about the problems associated with the transition. It sets forth what is known about the problems associated with the transition, defines the conditions under which the transition occurs, and identifies the major issues relevant to policymakers.

Keywords: **Youths, Employment, Schools,** Placement, Counseling, Policies, Unemployment, Education, Learning, Students, Vocational guidance.

See also Executive summary, PB-286 841 and Volume 2, PB-286 843.
Also available in set of 4 reports PC E11, PB-286 840-SET.

PB-286 842/0/XCB PC **A06**/MF **A01**

DL-20-11-77-21
Between Two Worlds: Youth Transition from School to Work. Volume 2: Programs and Experimentation. Final rept.,
Center for Education and Work, Washington, DC.
P. E. Barton, and B. S. Fraser. Aug 78, 358p DL-20-11-77-21-3

This volume (of a 4 volume set) deals with program efforts, including the results of evaluations of existing programs, an evaluation agenda, and new programmatic experiments concerning the transition of youth from school to work.

Keywords: **Youths, Employment, Schools,** Counseling, Placement, Unemployment, Education, Learning, Program effectiveness, Students.

See also Volume 1, PB-286 842 and Volume 3, PB-286 844.
Also available in set of 4 reports PC E11, PB-286 840-SET.

PB-286 843/8/XCB PC **A16**/MF **A01**

DL-20-11-77-21
Between Two Worlds: Youth Transition from School to Work. Volume 3: New Research and Measurements. Final rept.,
Center for Education and Work, Washington, DC.
P. E. Barton, and B. S. Fraser. Aug 78, 84p DL-20-11-77-21-4

This volume (of a 4 volume set) deals with survey research and measurement needs concerning the transition of youth from school to work.

Keywords: **Youths, Employment, Schools,** Placement, Counseling, Unemployment, Education, Learning, Students, Surveys, Requirements.

See also Executive summary, PB-286 841.
Also available in set of 4 reports PC E11, PB-286 840-SET.

PB-286 844/6/XCB PC **A05**/MF **A01**

DL-20-11-77-31
Program for Persons of Limited English-Speaking Ability, Summary of Projects Funded,
University Research Corp., Washington, D.C.
J. Reynolds, and M. Kelsey. Nov 77, 99p 2500-1,
DLETA-20-11-77-31-1

The Department of Labor awarded grants totalling $5 million to 47 prime sponsors to provide training and employment assistance to persons of limited English-speaking ability. Almost 6,000 persons, primarily Hispanic and Asian, participated in the short-term projects. This report is part of the Department of Labor's continuing effort to meet its responsibilities to conduct studies and disseminate information about programs developed under the Comprehensive Employment and Training Act (CETA). Specifically, the report looks at the Program for Persons of Limited English-Speaking Ability (PLESA). It is not an evaluation but rather a description of the program, and in particular, of the 47 PLESA projects. Summaries of the projects make up the major part of this report. It is hoped that these summaries will serve as a sourcebook for other prime sponsors.

Keywords: **Ethnic groups, Specialized training, Second language learning,** English language, Education, Project management, Bilingualism, Curricula, Services, Employment, Vocational education, Motivation, Comprehensive Employment and Training Act of 1973.

PB-274 258/3/XCB PC **A05**/MF **A01**

DL-20-11-77-31
PLESA Experience: Training and Employment Services for Persons of Limited English-Speaking Ability,
University Research Corp., Washington, DC.
J. Reynolds, K. Davis, and M. Kelsey. Dec 78, 130p
2500-3

Through the Program for Persons of Limited English-speaking Ability (PLESA) 47 prime sponsors provided training and employment assistance to more than 6,000 persons of limited English-speaking ability. The monograph looks at the PLESA Program as a whole and then focuses on the individual projects. The way in which they organized themselves to provide services, the clients and the services offered to them, language training, vocational training, and job development are all reviewed. The monograph concludes with a discussion of the overall experience, the issues that have surfaced, and policy implications emanating from the program. The appendices contain annotated bibliographies of instructional English as a Second Language materials and resources.

Keywords: **Specialized training, English language, Ethnic groups,** Employment, Counseling, Bilingualism, Instructional materials, Grants, Personnel development, Unskilled workers, Vocational guidance, English(Second language), Curricula.

PB-290 907/5/XCB PC **A07**/MF **A01**

DL-20-11-77-31
Program for Persons of Limited English-Speaking Ability (PLESA): Case Study No. 1. Tucson, Arizona: ESL (English as a Second Language) and Bilingual Vocational Training,
University Research Corp., Washington, DC.
J. Reynolds, and G. Garcia. Nov 78, 23p 2500-2-1

Through the Program for Persons of Limited English-Speaking Ability (PLESA), 47 prime sponsors provided training and employment assistance to more than 6,000 persons of limited English-speaking ability. These case studies are part of the Department of Labor's continuing effort to meet its responsibilities to conduct studies and disseminate information about such programs, developed under the Comprehensive Employment and Training Act (CETA). The Tucson project had one of the most successful placement rates of any of the PLESA projects. A total of 194 people went through the program, and 150 were placed on jobs, a remarkable 77 percent. The project was one of the few that offered bilingual vocational training. Sixty-one persons participated in training courses in business and office work, welding, electrician's helper, health occupations, auto body repair, and meat cutting. The project also offered high quality English language instruction combined with Adult Basic Education.

Keywords: **Ethic groups, Specialized training, Second language learning,** English language, Education, Project management, Services, Employment, Vocational education, Motivation, Counseling, Arizona, Bilingualism, Curricula, Program effectiveness, Tucson(Arizona), Comprehensive Employment and Training Act of 1973.

See also report dated Nov 77, PB-274 258 and PB-291 300.

PB-291 299/6/XCB PC **A02**/MF **A01**

DL-20-11-77-31
Program for Persons of Limited English-Speaking Ability (PLESA): Case Study No. 2. New York City: Bilingual Office Skills Training,
University Research Corp., Washington, DC.
K. Davis, and W. Vazquez. Nov 78, 17p 2500-2-2, DLETA-20-11-77-31-3

Through the Program for Persons of Limited English-Speaking Ability (PLESA), 47 prime sponsors provided training and employment assistance to more than 6,000 persons of limited English-speaking ability. These case studies are part of the Department of Labor's continuing effort to meet its responsibilities to conduct studies and disseminate information about such programs, developed under the Comprehensive Employment and Training Act (CETA). The two projects funded through the New York City Department of Employment both provided bilingual, office personnel training. The National Puerto Rican Forum (NPRF) provided English and bilingual secretarial skills training to 60 Puerto Rican and South American women. The Hunts Point Multi-Service Center provided bilingual secretarial skills and basic accounting training, plus General Educational Development (GED) Test review, to 100 mostly Puerto Rican men and women.

Keywords: **Ethnic groups, Specialized training, Second language learning,** English language, Education, Project management, Services, Employment, Vocational education, Motivation, Counselling, New York, Bilingualism, Program effectiveness, Curricula, Comprehensive Employment and Training Act, New York City(New York).

See also PB-291 299 and PB-291 301.

PB-291 300/2/XCB PC **A02**/MF **A01**

DL-20-11-77-31
Program for Persons of Limited English-Speaking Ability (PLESA): Case Study No. 3. Bergen County, New Jersey: On-the-Job Training and ESL (English as a Second Language),
University Research Corp., Washington, DC
K. Davis, I. Balodis, and W. Vazquez. Nov 78, 15p 2500-2-3, DLETA-20-11-77-31-4

Through the Program for Persons of Limited English-Speaking Ability (PLESA) 47 prime sponsors provided training and employment assistance to more than 6,000 persons of limited English-speaking ability. These case studies are part of the Department of Labor's continuing effort to meet its responsibilities to conduct studies and disseminate information about such programs, developed under the Comprehensive Employment and Training Act (CETA). The Se Puede program run by Bergen County Community Action Program provided bilingual, on-the-job training in factory skills to 98 Hispanics, with two to four hours a week of concurrent ESL. The objective was to place 47 of the initial 55 person target group in unsubsidized employment after approximately six months of training. In fact, 110 people entered the training, 60 completed it, and 40 were placed.

Keywords: **Ethnic groups, Specialized training, Second language learning,** English language, Education, Project management, Services, Employment, Vocational education, Motivation, Counseling, New Jersey, Unskilled workers, Bilingualism, Curricula, Program effectiveness, Comprehensive Employment and Training Act of 1973, Bergen County(New Jersey).

See also PB-291 300 and PB-291 302.

PB-291 301/0/XCB PC **A02**/MF **A01**

DL-20-11-77-31
Program for Persons of Limited English-Speaking Ability (PLESA): Case Study No. 4. Laredo, Texas: Bilingual Training for Electricians and Import-Export Clerks,
University Research Corp., Washington, DC.
J. Reynolds. Nov 78, 17p 2500-2-4, DLETA-20-11-77-31-5

Through the Program for Persons of Limited English-Speaking Ability (PLESA), 47 prime sponsors provided training and employment assistance to more than 6,000 persons of limited English-speaking ability. These case studies are part of the Department of Labor's continuing effort to meet its reponsibilities to conduct studies and disseminate information about such programs, developed under the Comprehensive Employment and Training Act (CETA). Laredo developed a truly bilingual program. Twenty-one men were trained as electrician's helpers and 15 women learned to be import-export clerks. Spanish and English were used interchangeably in the 26-week programs. Twenty-two of the 36 clients were placed, but few found or kept jobs as electricians or import-export clerks.

Keywords: **Ethnic groups, Specialized training, Second language learning,** English language, Education, Project management, Services, Employment, Vocational education, Motivation, Counseling, Texas, Bilingualism, Curricula, Program effectiveness, Comprehensive Employment and Training Act of 1973, Laredo(Texas).

See also PB-291 301 and PB-291 303.

PB-291 302/8/XCB PC **A02**/MF **A01**

DL-20-11-77-31
Program for Persons of Limited English-Speaking Ability (PLESA): Case Study No. 5. Los Angeles, California: Training Chinese Cooks,
University Research Corp., Washington, DC.
Nov 78, 9p 2500-2-5, DLETA-20-11-77-31-6

Through the Program for Persons of Limited English-Speaking Ability (PLESA), 47 prime sponsors provided training and employment assistance to more than 6,000 persons of limited English-speaking ability. These case studies are part of the Departmen of Labor's continuing effort to meet its responsibilities to conduct studies and disseminate information about such programs, developed under the Comprehensive Employment and Training Act (CETA). In Los Angeles, three subcontractors provided ESL to 116 Hispanic and Asian students. Two of the subcontractors provided traditional ESL, which emphasized survival English and reading and writing, not conversation. These two programs had only limited linkages to skills and employability training. Many of the students in these programs could not get or hold jobs after completing them because their English was inadequate. The third subcontractor provided Manpower English as a Second Language (MESL), combined with Title I skills training in Chinese restaurant cooking.

Keywords: **Ethnic groups, Specialized training, Second language learning,** English language, Education, Project management, Services, Employment, Vocational education, Motivation, Counseling, California, Bilingualism, Curricula, Program effectiveness, Comprehensive Employment and Training Act of 1973, Los Angeles(California).

See also PB-291 302 and PB-291 304.

PB-291 303/6/XCB PC **A02**/MF **A01**

DL-20-11-77-31
Program for Persons of Limited English-Speaking Ability (PLESA): Case Study No. 6. Pennsylvania: Building a Vocational ESL (English as a Second Language) Library,
University Research Corp., Washington, DC.
K. Davis, and I. Balodis. Nov 78, 13p 2500-2-6, DLETA-20-11-77-31-7

Through the Program for Persons of Limited English-Speaking Ability (PLESA), 47 prime sponsors provided training and employment assistance to more than 6,000 persons of limited English-speaking ability. These case studies are part of the Department of Labor's continuing effort to meet its responsibilities to conduct studies and disseminate information about such programs, developed under the Comprehensive Employment and Training Act (CETA). The $95,000 State of Pennsylvania PLESA grant was divided among four subcontractors in different parts of the state, each of whom operated independently. Two of the projects provided general ESL for approximately three months. One served 98 Hispanics in the Reading area, and the other served 53 South East Asians in Allentown. A third project, in Chester, provided 58 Hispanics either general English as a second language or graduate equivalency diploma preparation over a seven-month period. The fourth project, located at a BESL Center in New Holland, added a vocational English section to an already functioning ESL resource library.

Keywords: **Ethnic groups, Specialized training, Second language learning,** English language, Education, Project management, Services, Employment, Vocational education, Motivation, Counseling, Pennsylvania, Bilingualism, Curricula, Program effectiveness, Comprehensive Employment and Training Act of 1973.

See also PB-291 303 and PB-291 305.

PB-291 304/4/XCB PC **A02**/MF **A01**

DL-20-11-77-31
Program for Persons of Limited English-Speaking Ability (PLESA): Case Study No. 7. Honolulu, Hawaii: Developing Bilingual Vocational Curricula,
University Research Corp., Washington, DC.
J. Reynolds, and Nov 78, 12p 2500-2-7, DLETA-20-11-77-31-8

Through the Program for Persons of Limited English-Speaking Ability (PLESA), 47 prime sponsors provided training and employment assistance to more than 6,000 persons of limited English-speaking ability. These case studies are part of the Department of Labor's continuing effort to meet its responsibilities to conduct studies and disseminate information about such programs, developed under the Comprehensive Employment and Training Act (CETA). The Honolulu PLESA project developed and tested ESL reading, speaking, and translation booklets as well as videotapes for training clients from Korea, Vietnam, and the Phillipines to become nursing aides and autobody repair workers. The materials were tested in a 12-14 week ESL course.

Keywords: **Ethnic groups, Specialized training, Second language learning,** English language, Education, Project management, Services, Employment, Vocational education, Motivation, Counseling, Hawaii, Bilingualism, Curricula, Program effectiveness, Comprehensive Employment and Training Act of 1973.

See also PB-291 304 and PB-291 306.

PB-291 305/1/XCB PC **A02**/MF **A01**

DL-20-11-77-31
Program for Persons of Limited English-Speaking Ability (PLESA): Case Study No. 8. Orange County, California: MESL (Manpower English as a Second Language) and ESL (English as a Second Language)–A Study in Contrasts,
University Research Corp., Washington, DC.
Nov 78, 10p 2500-2-8, DLETA-20-11-77-31-9

Through the Program for Persons of Limited English-Speaking Ability (PLESA), 47 prime sponsors provided training and employment assistance to more than 6,000 persons of limited English-speaking ability. These case studies are part of the Department of Labor's continuing effort to meet its responsibilities to conduct studies and disseminate information about such programs, developed under the Comprehensive Employment and Training Act (CETA). The Orange County project offered 13 weeks of MESL instruction to 40 Spanish-speaking students through SER, Jobs for Progress, Inc., and nine months of ESL instruction to 20 Asian refugees through the Garden Grove Lincoln Educational Training Center.

Keywords: **Ethnic groups, Specialized training, Second language learning,** English language, Education, Project management, Services, Employment, Vocational education, Motivation, Counseling, California, Bilingualism, Curricula, Program effectiveness, Comprehensive Employment and Training Act of 1973, Orange County(California).

See also PB-291 305 and PB-291 307.

PB-291 306/9/XCB PC **A02**/MF **A01**

DL-20-11-77-31
Program for Persons of Limited English-Speaking Ability (PLESA): Case Study No. 9. Philadelphia, Pennsylvania: Community Support,
University Research Corp., Washington, DC.
K. Davis, and I. Balodis. Nov 78, 8p 2500-2-9, DLETA-20-11-77-31-10

Through the Program for Persons of Limited English-Speaking Ability (PLESA), 47 prime sponsors provided training and employment assistance to more than 6,000 persons of limited English-speaking ability. These case studies are part of the Department of Labor's continuing effort to meet its responsibilities to conduct studies and disseminate information about such programs, developed under the Comprehensive Employment and Training Act (CETA). The PLESA project operated by the Jewish Employment and Vocational Service (JEVS) provided ESL, skills training, and job placement to 136 recently arrived Russian immigrants in the Philadelphia area. Over a 24-week period, three hours a day of survival and prevocational English were taught, plus four hours a day of skills training in refrigeration and airconditioning repair and three hours a day in clerical skills.

Keywords: **Ethnic groups, Specialized training, Second language learning,** English language, Education, Project management, Services, Employment, Vocational education, Motivation, Counseling, Pennsylvania, Bilingualism, Curricula, Program effectiveness, Comprehensive Employment and Training Act of 1973, Philadelphia(Pennsylvania).

See also PB-291 306 and PB-291 308.

PB-291 307/7/XCB PC **A02**/MF **A01**

DL-20-11-77-31
Program for Persons of Limited English-Speaking Ability (PLESA): Case Study No. 10. San Francisco, California: Services for Asian Immigrants and Refugees,
University Research Corp., Washington, DC.
J. Reynolds. Nov 78, 11p 2500-2-10, DLETA-20-11-77-31-11

Through the Program for Persons of Limited English-Speaking Ability (PLESA), 47 prime sponsors provided training and employment assistance to more than 6,000 persons of limited English-speaking ability. These case studies are part of the Department of Labor's continuing effort to meet its responsibilities to conduct studies and disseminate information about such programs, developed under the Comprehensive Employment and Training Act (CETA). The Multi-Service Center for Koreans provided 40 Korean immigrants of zero level ability in English with 20 weeks of ESL instruction. The objective was to give them enough English so that they could enroll in Title I mid-level ESL training programs. Thirty-five of the forty (88 percent) were enrolled and three were placed in jobs. The Southeast Asian Refugee program (SEAR) took 84 Vietnamese, Cambodian, and Laotian refugees with intermediate English-language ability and provided them with 16 weeks of ESL instruction and job exposure. Seventy-four (88 percent) were placed in jobs.

Keywords: **Ethnic groups, Specialized training, Second language learning,** English language, Education, Project management, Services, Employment, Vocational education, Motivation, Counseling, California, Bilingualism, Curricula, Program effectiveness, Comprehensive Employment and Training Act of 1973, San Francisco(California).

See also PB-291 307.

PB-291 308/5/XCB PC **A02**/MF **A01**

DL-20-11-78-18
Performance-Based Training in Apprenticeship and an Overview of the Wisconsin Apprenticeship System. Final rept.,
Kirschner Associates, Inc., Washington, DC.
B. A. Kelley. Mar 81, 306p DLETA-20-11-78-18-1

The study examined performance-based training at four carpentry and two manufacturing sites. Five of six sites reported satisfaction with this training approach in their apprenticeship programs. The sixth site discontinued this approach in its apprenticeship program but continued using it in other training programs. Each site tried to alleviate problems it had with traditional apprenticeship program approaches. These problems it had with traditional apprenticeship program approaches. These problems included irrelevancy and inadequacy of related instruction courses available from local schools, inavailability of varied on-the-job training, and a lack of a method to evaluate apprentices' application of knowledge and skill training. The sites that continued using performance-based training found that this approach significantly reduced those problems. This study also reviewed the Wisconsin apprenticeship system.

Keywords: **Specialized training, Apprenticeship,** Construction industry, Industrial training, Learning, Productivity, Schools, Vocational guidance, Training devices.

PB81-174617/XCB PC **A14**/MF **A01**

DL-20-11-78-23
Study of the Comparative Effectiveness of the DOT (Dictionary of Occupational Titles) and Keywords in Automated Job Matching. Final rept.,
Booz-Allen and Hamilton, Inc., Bethesda, MD.
G. J. Wright, and T. L. Shaffer. 18 Jun 82, 178p 09012-043, DLMA-20-11-78-23

This field experiment compared the performance of the DOT code occupational Keywords in automated job matching operations. Performance measures included number of matches produced, referral rate, and placement rate. A crossover design was used to generate samples of 3700 applicants and 1300 job orders from two Texas job bank areas. Keywords proved significantly more productive than DOT in matching and referral, but only somewhat more productive in leading to placement. Because of the expense of Keywording all applications and job orders, and the yield of only a few more placements, Keywords appeared to have a low marginal cost-effectiveness.

Keywords: **Employment, Job analysis,** Performance standards, Automation, Qualifications, Matching, Coding, Abilities, Placement, Cost effectiveness.

PB83-210534/XCB PC **A09**/MF **A01**

DL-20-11-78-25
Unemployment, Government and the American People: A National Opinion Survey. Final rept.,
Public Research, Inc., Washington, D.C.
A. H. Cantril, and S. D. Cantril. Sep 78, 164p*

This is the report of a survey of 2,009 in-person interviews with a representative cross-section of the public 18 years of age and older in the coterminous U.S. The objective of the survey was an assessment of the view of Americans concerning the problems of unemployment and various steps being taken to combat it. The study found that, given the perceived seriousness of unemployment problems, Americans are supportive of an active role for the federal government in providing jobs and training for those out of work.

Keywords: **Unemployment, Public opinion,** Economic analysis, Government policies, Manpower, Employment, Specialized training, Salaries, Surveys.

PB-285 205/1/XCB PC **A08**/MF **A01**

DL-20-11-78-59
Validation of Grant Agreement Narratives and Base Data Used. Final rept.
Associate Consultants, Inc., Washington, DC.
Nov 79, 153p DLETA-20-11-78-59-1

This was a study of how various types of CETA prime sponsors obtained, used and validated data to design and carry out their programs. A representative sample of prime sponsors--city, county and balance-of-State prime sponsors--was selected, visited, observed and interviewed.

Keywords: **Quality assurance, Data collection, Comprehensive Employment and Training Act Sponsors,** Surveys, Employment, Personnel development, Industrial training, Data acquisition, Sampling, Data processing.

PB81-121477/XCB PC **A08**/MF **A01**

DL-20-11-79-05
Emeritus Teachers. Feasibility Study of the Utilization of Retired Teachers in the District of Columbia as a Supplementary Educational Resource. Final rept.,
Mirel (Lawrence H.), Washington, DC.
L. H. Mirel. Jul 79, 52p DLMA-20-11-79-05-1

The report is a feasibility study to determine the merits of establishing a pilot 'emeritus teachers' program in Washington, DC. that would use retired teachers as a supplementary resource in the DC. school system. The results indicate that a project can be conducted with a good chance of success.

Keywords: **Manpower utilization, Retirement, Instructors, District of Columbia, Teacher placement,** Education, Resource allocation, Employment, Feasibility, Surveys, Questionnaires, Placement, Qualifications.

PB-298 819/4/XCB PC **A04**/MF **A01**

DL-20-11-79-11
Socio-Economic Policies and Programs for the Elderly. Final rept.
American Institutes for Research, Washington, DC.
May 79, 118p DLMA-20-11-79-11-1

The five-part report provides information requested by OECD about socio-economic policies regarding the elderly in the United States. The first part provides an overview of current status and recent trends in such areas as labor force participation of older workers, education, industrial-occupational distribution, part-time employment, earnings, unemployment, and retirement (including retirement income). The second part of the report focuses on features of retirement income systems in the United States. These include the social security program (which covers nearly all workers), as well as government employee and private sector pension plans. The third section of the report deals with a number of government policies and programs aimed at improving the continued participation of older adults in the labor force and at alleviating unemployment problems among members of this age group. The fourth part examines a wide range of programs and activities pertaining to the improvement of social participation among older persons. These include housing, the humanities, retirement preparation, and health services. The fifth and final section explores some significant socio-economic policy issues regarding the elderly in the United States.

Keywords: **Elderly persons, Socioeconomic status,** Legislation, Employment, Retirement, Income, Discrimination, Policies, Project management.

PB-298 570/3/XCB PC **A06**/MF **A01**

DL-20-11-79-14
Study of Employment Service Job Orders, Cancellations and Referral Process. Final rept.,
Young (Arthur) and Co., Washington, DC.
D. A. Plionis. 22 Oct 81, 149p DLMS-20-11-79-14

This study addresses the problems of job order cancellations faced by local Employment Service (ES) offices. It was motivated by reports derived from the Employment Security Automated Reporting System (ESARS) showing that, consistently, one-fourth to one-third of all job openings received by the ES are cancelled. Since a cancellation typically follows a series of ES activities, a study of the problem, by necessity, has to consider those activities. Therefore, this study was also designed to review and analyze the order-taking, referral, verification and other ES activities which are likely to affect the placement and cancellation performance of an office.

Keywords: **Employment, Placement,** State government, National government, Services, Objectives, Disadvantaged groups, Job analysis.

PB83-133645/XCB PC **A07**/MF **A01**

DL-20-11-79-43
Analyzing the Apprehension Statistics of the Immigration and Naturalization Service. Final rept.,
New TransCentury Foundation, Washington, DC. Center for Labor and Migration Studies.
D. S. North. Nov 79, 50p DLETA-20-11-79-43-1

This report is an exploratory study of the apprehension statistics of the Immigration and Naturalization Service (INS). The objective was to review these statistics on illegal migrants--which are gathered for law enforcement management purposes--to determine if they contained demographic and labor market data of utility to policymakers. The study found that all indices of migration to the U.S., legal and illegal, have increased markedly during the eight years studied, and that the indices of illegal migration appear to be rising more sharply than those of legal migration. Apprehensions of illegal aliens, for example, increased 213% between 1970 and 1977. Despite these trends, the amount of resources devoted to enforcement apparently has not kept pace with the increased flow; the number of officer hours spent on apprehensions increased only 31% during the studied period. Further, INS does not allocate its resources in such a way so as to maximize apprehensions, particularly as they relate to removing undocumented workers from jobs which could be filled by legal residents. The study also examined a number of other migration control systems, such as issuances of visas and inspections of arriving aliens.

Keywords: **Law enforcement, Statistical analysis,** National government, Government policies, Population mobility, Manpower utilization, Immigration and Naturalization Service, Immigration offenses, Illegal aliens.

PB80-211873/XCB PC **A03**/MF **A01**

DL-20-11-80-06
Training for New Technologies: A Model for Public-Private Partnerships. Final rept. 1978-1981,
CSR, Inc., Washington, DC.
A. L. Bruno, and J. Dickerson. Jun 82, 99p* DLETA-20-11-80-06

The paper proposes a model high technology training system based on employers' need for recruiting competent workers for new industrial processes and to reduce unemployment. The model is based on results of five CETA training projects involving 6 months or more of technical training for occupations in the energy field. The case studies demonstrate that disadvantaged persons, including minorities, persons with educational deficiences and migrant farmworkers, can be trained to perform complicated jobs requiring high levels of technical skills and knowledges. Cooperation of local governments, training institutions, private industry and Federal agencies with prime sponsors is described for each project. The paper suggests that a Federal corporation should be formed to initiate, fund and coordinate high technology training.

Keywords: **Technology, Apprenticeship, Specialized training,** Government policies, Education, Models, Manpower utilization, Training.

PB85-169944/XCB PC **A05**/MF **A01**

DL-20-11-80-48
Advanced Standing or Credit Practices in Apprenticeship Training. Final rept.,
Kirschner Associates, Inc., Washington, DC.
B. Kelley, and J. Miller. Feb 82, 95p DLMA-20-11-80-48-1

This study examined apprenticeship program credit practices pertaining to apprentices' previously acquired experience or training. The study was designed to survey 3,000 apprentices and 40 program personnel from 6 trades. Changes in government policies and priorities necessitated changes in the study design. A literature review was conducted and representatives from six trades were interviewed. No substantive literature exists on the study subject. All six trades offer some form of credit for apprentices, most frequently for applicable military or work experience. Previous applicable experience often accelerates training in performance-based apprenticeship programs.

Keywords: **Specialized training, Apprenticeship,** Education, Industrial training, Learning, Military personnel, Skilled workers, Labor unions, Technical schools, Construction industry, Food industry, Manufacturing, Performance Evaluated Training System.

PB82-198789/XCB PC **A05**/MF **A01**

DL-20-11-81-13
Demonstration: Revised Registration Procedures, Charleston, South Carolina. Final rept. Jul-Dec 81,
Bloom Associates, Inc., Washington, DC. South Carolina Employment Security Commission, Columbia.
S. Bloom. Dec 81, 86p DLETA-20-11-81-13

Based on ideas suggested by both local office personnel and National Office staff, this project was undertaken to revise procedures used to register new applicants in Job Service local offices. Tested in Charleston, S.C., this effort focused mainly on two time-saving elements: (1) redesign of the employment application form to enable self-completion by applicants; (2) revision of office services to route new applicants through the office more efficiently.

Keywords: **Employment, Placement,** Personnel, Cost effectiveness, Performance evaluation, Efficiency.

Prepared in cooperation with South Carolina Employment Security Commission, Columbia.

PB83-264846/XCB PC **A05**/MF **A01**

DL-20-11-81-13
Registration Guide for Job Service Local Offices. Final rept. Jul 81-Mar 83,
Bloom Associates, Inc., Newton, MA.
S. P. Bloom. Dec 83, 120p* DLETA-20-11-81-13-2

The Guide describes an operational method for streamlining the registration of job applicants in public employment service local offices. It also contains a report of an evaluation of the new method at local office sites in four States. The new method or procedure included a redesigned application form, instructional materials to facilitate applicant self-completion of the form, and a revised local office traffic flow intended to emphasize use of the self-service Job Information Service function within the local office. Savings in staff time involved in applicant registration ranged from 36% to 50% and applicants averaged fewer errors in filling out their application forms. Placement performance rose during the course of the demonstration.

Keywords: **Employment, Placement,** Personnel, Cost effectiveness, Performance evaluation, Efficiency.

See also PB83-264846.

PB85-149342/XCB PC **A06**/MF **A01**

DL-20-11-82-03
Assessment of a Win Quality Training Demonstration Program. Final rept.,
Bureau of Social Science Research, Inc., Washington, DC.
R. N. White, J. C. Weidman, and L. M. Sharp. Dec 83, 275p* BSSR-0595-4

The report presents the final results of BSSR's evaluation of the WIN Quality Training Demonstration Project. In addition to our final analyses and recommendations, an attempt has been made to include in this report a comprehensive summary of all major activities over the life of the project. Only those interested in a very fine level of detail need to refer to the two interim reports which were issued in 1980 and 1982. As is the case for all reports growing out of this project, the research findings represent the collective efforts of many individuals. The two senior authors of this report have been associated with this project since its inception.

Keywords: **Training programs, Low income groups, Employment,** Family planning, Feasibility studies, Females, Education, Women.

PB85-119279/XCB PC **A12**/MF **A01**

DL-20-11-82-12
Decline in Insured Unemployment during the 1980s. Final rept. Sep 82-Mar 84,
Brookings Institution, Washington, DC. Vanderbilt Univ., Nashville, TN.
G. T. Burtless, and D. H. Saks. Mar 84, 118p

The report analyzes the reasons for the decline in the insured unemployment rate (IUR) relative to the total unemployment rate (TUR) over the period 1950 to 1983, and especially from 1979 to 1983. In the period up to 1979 the IUR fell relative to the TUR because of (1) significant changes in the composition of the population of unemployed workers, with a growth in fraction of workers--like the young and women--who are unlikely to be insured by unemployment insurance (UI); and (2) extensions in UI in the 1970s to employers like governments and nonprofit institutions where the incidence of unemployment is relatively low.

Keywords: **Employment, Insurance, Unemployment insurance,** Social welfare, Government policies, Claims, Benefits.

Prepared in cooperation with Vanderbilt Univ., Nashville, TN.

PB84-243088/XCB PC **A06**/MF **A01**

DL-20-11-82-26
Administrative and Policy Studies of Unemployment Insurance Qualifying Requirements. Final rept.,
Policy Research Group, Inc., Washington, DC.
R. Hayes, J. Moeller, J. Disciullo, R. Crosslin, and K. Hollenbeck. 7 Jun 85, 199p DLETA-20-11-82-26

The study addressed the various types of State qualifying requirements for Unemployment Insurance, analyzes the impact of each type of requirement on various demographic groups and assesses the consequences of changing over from predominately wage-based systems to a uniform weeks-of-work based qualifying systems. It also addresses the impact of repeat applicants on State UI benefit payouts. The findings were that (1) the earnings basis for UI benefits tended to favor higher paid workers; (2) repeat applicants tended to be older males with slightly higher paying jobs; (3) State administrators tend to consider the 'repeater' problem cost to be minimal, and (4) changeover to the weeks-of work benefit basis from wage-based systems could be accomplished with little disruption to record keeping and at little additional cost to State agencies or employers.

Keywords: **State government, Economic analysis, Unemployment insurance, Eligibility,** Requirements, Government policies, Demography, Elderly persons, Males, State law.

Sponsored by Employment and Training Administration, Washington, DC.

PB86-104544/XCB PC **A09**/MF **A01**

DL-20-13-75-46
Transitional Aid for Ex-Offenders: An Experimental Study in Georgia. Final rept.,
Georgia Dept. of Offender Rehabilitation, Atlanta. Office of Research and Evaluation.

J. L. Stephens, and L. W. Sanders. Jul 78, 117p DLMA-20-13-75-46-1

This experimental study of a randomized sample of ex-offenders was conducted to test the effect of financial aid and job placement on the rates ot rearrest and unemployment during the first year following release. Much of the data was obtained from actuarial sources. Overall, the two control groups had a better performance record than any of the treatment groups. Financial aid had opposing effects.

Keywords: **Employment, Youths, Adults, Ex-offenders,** Correctional institutions, Recidivism, Placement, Rehabilitation, Surveys, Georgia.

PB-291 610/4/XCB PC **A06**/MF **A01**

DL-20-15-79-20
Guide for Communities Facing Major Layoffs or Plant Shutdowns: Action Checklist for Community Leaders. Final rept.,
Manpower and Education Research Associates, Arlington, VA.
S. Swerdloff. Jan 80, 36p* DLMA-20-15-79-20-1

The purpose of the booklet is to provide convenient checklists of actions that might be considered by community leaders in communities facing mass layoffs. The actions include those that can be taken by the community itself--by its government bodies, community organizations, the State Employment Service, the affected employer, and worker representatives. The action checklists also include the use of Government programs that could be helpful in assisting the community in cushioning the shock of a major layoff and in the readjustment process.

Keywords: **Communities, Unemployment, Industrial shutdowns, Job layoff,** Government policies, Organizations, Local government, State government, Federal assistance programs, Displacement, Social services, Industrial training, Leadership, Planning.

PB80-137573/XCB PC **A03**/MF **A01**

DL-20-17-77-30
Federal Government Labor Markets: An Approach to Work-Force Planning. Supplement-Literature Search Reports. Final rept. Sep 77-Dec 78,
Northwestern Univ., Evanston, IL. Public Management Program.
J. J. Coutur1er, R. P. Schick, G. S. Goldstein, E. B. McGregor, and G. S. Maharay. c1979, 513p* DLMA-20-17-77-30-1-S

How the U.S. Federal Government hires and employs people to carry out its responsibilities may be understood best by analyzing the federal employment administrative processes and statistical data generated by them in terms of labor markets. Factors affecting the supply of and demand for federal employees are of vital consequence to applicants, managers, personnelists, budget makers, Congress, the general public, and federal employees themselves. This analysis of federal labor market behavior covers both the administrative processes that regulate federal employment and the statistical data that describe the impact of these processes on various segments of the labor supply. Gaps in knowledge and research recommendations are described for 29 functional areas of federal labor market analysis. An extensively annotated bibliography of about 300 contemporary (1968-78) studies of federal employment policies and practices relevant to labor market analysis is included as a supplement to the Final Report.

Keywords: **Government employees, Bibliographies,** Civil service, Personnel management, National government, Labor market.

See also PB-292 300.

PB80-152630/XCB PC **A22**/MF **A01**

DL-20-17-77-30
Federal Government Labor Markets: An Approach to Work-Force Planning. Final rept.,
Northwestern Univ., Evanston, IL. Graduate School of Management.
J. J. Couturier, R. P. Schick, G. S. Goldstein, E. B. McGregor, and G. S. Maharay. 1979, 611p DL-20-17-77-30-1

How the US Federal government hires and employs people to carry out its responsibilities may be understood best by analyzing the federal employment administrative processes and statistical data they generate in terms of labor markets. Factors affecting the supply and demand for federal employees are of vital consequence to applicants, managers, personnelists, budget makers, Congress, the general public, and federal employees themselves. This analysis of federal labor market behavior covers both the administrative processes that regulate federal employment and the statistical data that describe the impact of these processes on various segments of the labor supply. Gaps in knowledge and research recommendations are described for 29 functional areas of federal labor market analysis.

Keywords: **Government employees, Civil service, National government,** Labor relations, Occupational mobility, Minority groups, Females, Career development, Youths, Salaries, Personnel selection, Manpower utilization, Qualifications, Models, Recruiting, Labor force.

PB-292 300/1/XCB PC **A99**/MF **A01**

DL-20-24-75-37
Job Search and Relocation Assistance Pilot Project. Final rept. 1976-81,
Westat, Inc., Rockville, MD. Research Div.
J. K. Herzog, and C. J. Reesman. Nov 81, 381p DLMS-20-24-75-37-4

The purpose of JSRA was to evaluate the feasibility and net benefits of providing three different levels of out-of-area job search and relocation assistance to Employment Service applicants who were unable to find suitable jobs in their home areas and who were willing to relocate. A comparison group methodology, including statistical adjustments for selection bias, was employed in a longitudinal net impact evaluation. Twenty-eight percent of JSRA enrollees relocated to work; the highest relocation rates were observed among blue collar enrollees. Increased labor force participation, earnings gains and shortened job search times were observed for enrollees, and those who relocated gained the most.

Keywords: **Employment, Relocation,** Earnings, Manpower utilization, Population migration, Skilled workers, Unemployment, Salaries, Cost effectiveness, Personnel, Government policies.

PB82-170655/XCB PC **A17**/MF **A01**

DL-20-24-75-37
Job Search and Relocation Assistance Pilot Project. Phase 1. Analysis. Interim rept. Apr 76-Apr 77,
Westat Research, Inc., Rockville, MD.
J. K. Herzog, and C. J. Reesman. Oct 77, 127p DLMA-20-24-75-37

This report analyzes the operations, enrollment, transactions and costs associated with the first 13 months of operation of the JSRA Pilot Project by the Employment Service in Region IV. Major emphasis is on the operational considerations leading to the shift to a demonstration mode in Phase II. Characteristics of enrollees, relocatees and a control group are reported.

Keywords: **Employment, Relocation,** Population migrations, Expenses, Financing, Services, Mobility, Unemployment, Labor force.

PB-273 976/1/XCB PC **A07**/MF **A01**

DL-20-24-75-38
Job Search and Relocation Assistance Pilot Project (JSRA). Second Analytical Report. Phase II and Project-to-Date. Interim rept. May 77-Jan 78,
Westat, Inc., Rockville, MD. Research Div.
J. K. Herzog, C. J. Reesman, I. M. Priesman, P. D. Smith, and R. A. Holt. 15 Aug 78, 230p DLMA-20-24-75-38-3

The purpose of the project is to demonstrate the feasibility of providing out-of-area job search and relocation assistance to Employment Service applicants who are unable to find suitable employment in their home areas and who are willing to relocate. During the 9-month period covered in the report, 2,230 persons were enrolled and 520 people relocated at a total average cost of $1,084. The characteristics of dropouts, relocatees, controls, levels of activity, costs, early follow-up data, and changes in service delivery are reported. Appendices include project history and detailed operating data.

Keywords: **Relocation, Personnel selection, Job Search and Relocation Assistance Pilot Project,** Employment, Services, Occupational mobility, Population migrations, Expenses, Accounting, Cost analysis, Evaluation, Characteristics, Project control, Information services, Personnel replacement, Skilled workers, Supply(Economics), National government, Participation, Employment programs, Job development.

See also report dated Oct 77, PB-273 976.

PB-293 272/1/XCB PC **A11**/MF **A01**

DL-20-24-75-38
Employer Views of JSRA (Job Search and Relocation Assistance), A Preliminary Report. Rept. for Apr 76-Oct 78,
Westat, Inc., Rockville, MD. Research Div.
C. J. Reesman. Nov 78, 27p DLMA-20-24-75-38-2

This report is the first in a series of brief, single subject reports on aspects of the Job Search and Relocation Assistance Pilot Project, conducted in 32 Atlanta Region Employment Service offices. Preliminary analysis of interviews with the employers of JSRA Relocatees indicates high levels of employer satisfaction with employees obtained through JSRA, as well as with the concept of worker relocation. There are some indications that JSRA has encouraged expanded use of the Employment Service by employers who had not heretofore listed particular types of jobs with the E.S. This may be the result of job development activities by JSRA offices.

Keywords: **Relocation, Personnel selection, Job Search and Relocation Assistance Pilot Project,** Employment, Services, Attitudes, Industries, Experience, Salaries, Fringe benefits, Occupational mobility, Personnel replacement, Employer attitudes, Employment programs, Job development, Promotion(Occupational).

PB-293 361/2/XCB PC **A03**/MF **A01**

DL-20-24-76-69
Determining the Management Information Needs of the United States Employment Service. Volume I. Assessment and Findings. Final rept. Oct 76-Apr 78,
Macro Systems, Inc., Silver Spring, Md. Abt Associates, Inc., Washington, D.C.
J. M. Greco, and C. Fairchild. Apr 78, 269p DLMA-20-24-76-69-1

This report contains the finding and conclusions of an evaluation of the management information needs of the United States Employment Service. The report describes through flow diagrams and narrative the management decision-making activities of ES managers at the federal, state, and local levels. In addition, a comprehensive analysis of the USES management process and control system is described and documented.

Keywords: **Management information systems, Requirements,** Automation, Employment, Unemployment, Decision making, Placement, United States Employment Service, Information needs.

Prepared in cooperation with Abt Associates, Inc., Washington, D.C.

PB-285 176/4/XCB PC **A12**/MF **A01**

DL-20-24-77-29
Research Design on the Operations of the Federal Government Labor Market. Final rept.,
ORI, Inc., Silver Spring, MD.
J. J. O'Leary, D. L. McLean, and O. Davis. 31 Dec 78, 558p ORI/TR-1363, DLETA-20-24-77-29-1

This study has developed an integrated research design to analyze the operations of the Federal Government labor market. The design is comprised of three interrelated areas: workforce planning, job information and workforce dynamics. In turn, each area identifies several studies worthwhile pursuing in order to further understand the economic and operational impact various personnel policies have upon the Government's internal labor market. This research design also is the result of examining the literature, data, etc. associated with the personnel management policies which regulate and impact upon the efficiency of the Federal Government's internal labor market. (Portions of this document are not fully legible)

Keywords: **Government employees, National government,** Civil service, Labor relations, Personnel management, Personnel selection, Productivity, Recruiting, Performance evaluation, Fringe benefits, Labor unions, Labor market.

PB-290 385/4/XCB PC **A24**/MF **A01**

DL-20-24-79-23
Employment Opportunity Pilot Project (EOPP). Baseline Household Survey Data Base Documentation. Rept. for Sep 79-Sep 81,
Westat, Inc., Rockville, MD. Research Div.
D. Macklan. Jun 82, 658p DLETA-20-24-79-23, , DOL/DF-83/002B

This documentation provides necessary background information about the data contained in the Employment Opportunity Pilot Project (EOPP) household baseline data base. The survey covered 10 pilot sites and 10 control sites that were chosen to match each pilot site. Approximately 1,900 families were interviewed in the pilot sites and 900 more families were interviewed at each control site for a total of 29,620 families.

Keywords: **Employment,** Low income groups, Surveys, Project management, Salaries, Questionnaires.

For system on magnetic tape, see PB83-251181.

PB83-251165/XCB PC **A99**/MF **A01**

DL-20-24-79-36
Michigan Placement Follow-Up Demonstration Project. Final rept.,
MACRO Systems, Inc., Silver Spring, MD.
K. R. Atterbeary, and A. W. Irion. 17 Mar 81, 80p DLMA-20-24-79-36-2

In this study, the contractor demonstrated an improved method for determining the actual wage, duration and validity of Employment Service placements. A two-stage placement follow-up, consisting of a short-term follow-up four days after placement and a long-term follow-up 150 days after placement, was tested in the Grand Rapids area in cooperation with the Michigan Employment Security Commission. Sample response rates of 84 percent were obtained at an average cost of .56 person hours per placement. Average starting wages were slightly higher than those listed on job orders.

Keywords: **Employment, Placement,** Productivity, Salaries, Job analysis, Tracking, Evaluation, Cost effectiveness, Follow up.

PB82-172875/XCB PC **A05**/MF **A01**

DL-20-24-79-44
Instructor's Manual for Allied Health Apprenticeship Training.
Society for Advanced Medical Systems, Chevy Chase, MD.
Jul 80, 41p

Under a research contract from the U.S. Department of Labor's Office of Research and Development, the Society for Advanced Medical Systems (SAMS) has developed an Instructor's Manual for Allied Health Apprenticeship Training. The instructor's manual is part of the first phase of a demonstration project of performance-based career development in Allied Health Care Apprenticeship training. Instructors in Allied Health Care Apprenticeship training will find the manual useful in identifying the best methods of instruction, in determining the objectives of the instruction in ways that leave no opportunity for misunderstanding, in evaluating the apprentices' progress, and in diagnosing any barriers to learning that may occur.

Keywords: **Apprenticeship, Instructional materials, Public health,** Students, Nurses, Training devices, Job description, Orientation(Training), Specialized training, Manuals, Allied health personnel.

PB81-104002/XCB PC **A03**/MF **A01**

DL-20-24-79-44
Training Guide for Health Care Assistant Apprentices.
Society for Advanced Medical Systems, Chevy Chase, MD.
Jul 80, 73p

The Training Guide for Health Care Assistant Apprentices is designed to assist sponsors of Health Care Assistant apprenticeship training programs to develop training plans. The training guide has been organized in a manner in which it could be utilized by most institutions. The objective is to provide the basic tasks and procedures according to national standards that should be implemented in establishing those behavioral practices essential for good patient care. The guide will describe to the Health Care Assistants (HCA's) their role on the health care team; the functions of this institution and its relationship to the delivery of health care; the regulations of the institution, the rights of patients and the rights and responsibilities of the HCA and the legal and ethical implication for the health care institution and for licensed personnel.

Keywords: **Apprenticeship, Public health, Allied health personnel,** Specialized training, Students, Nurses, Training devices, Job description, Orientation(Training), Instructional materials, Paraprofessional personnel.

PB81-104010/XCB PC **A04**/MF **A01**

DL-20-24-79-63
CETA (Comprehensive Employment and Training Act) and the Arts and Humanities: Fifteen Case Studies. Case study handbook,
Morgan Management Systems, Inc., Columbia, MD.
D. C. Startzel, and A. P. Walker. Sep 81, 74p DLMA-20-24-79-63-2

The report is one of two major documents produced as a result of the CETA Arts and Humanities Employment Analysis and Documentation (AHEAD) Project, a national study conducted from October 1979 through September 1981 by Morgan Management Systems, Inc., for the USDOL/ETA. Fourteen prime sponsors and one special national contractor were selected from over 200 that provided information to the Project team. They were chosen on the basis of nine criteria established by the Project's Technical Advisory Panel. These case studies document the successful use of cultural occupational areas as employment and training opportunities. Part I contains reviews of 15 prime sponsors, an overview of their unique qualifications as case study subjects, the populations and labor markets they serve, their structures and operational systems, and a discussion of the cultural development of their jurisdictions. Synopsis of their selectd subgrantee/contractors follow. Finally, suggestions for potential program operators are presented, based on recommendations of these prime sponsors and subrecipients. Part II contains detailed information on the program sites, including a profile of each organization, the history of its CETA involvement, detailed descriptions of its CETA activities, placement results, and unique programming aspects. Contact names and a list of public information materials available are also included for each case study.

Keywords: **Disadvantaged groups, Specialized training,** Personnel development, Placement, Industrial training, Culture(Social sciences), Employment, Training devices, Manpower utilization, Statistical analysis, Comprehensive Employment and Training Act.

See also PB83-265397.

PB83-265389/XCB PC **A04**/MF **A01**

DL-20-24-79-63
CETA (Comprehensive Employment and Traning Act) Arts and Humanities Experience - CETA Ahead Project (Arts and Humanities Employment Analysis and Documentation. Final rept. 1 Oct 79-30 Sep 81,
Morgan Management Systems, Inc., Columbia, MD.
D. C. Startzel, and A. P. Walker. Sep 81, 197p DLMA-20-24-79-63-1

The CETA Arts and Humanities Experience presents information gathered by Morgan Management Systems, Inc. through a multi-phased national study. Most apparent is the interesting breadth of the CETA arts and humanities partnership. The data, despite its limitations, showed that, almost every CETA Title, every prime sponsor type, and every Region has been involved between 1974 and 1981. Intrinsic regulatory and procedural problems have sometimes posed difficulties. However, positive program results have proven that these can be successfully overcome. Suggestions to potential program operators should prove helpful to future employment and training activities utilizing cultural and related occupations.

Keywords: **Disadvantaged groups, Specialized training,** Personnel development, Placement, Industrial training, Culture(Social sciences), Employment, Training devices, Manpower utilization, Statistical analysis, Comprehensive Employment and Training Act.

See also PB83-265389.

PB83-265397/XCB PC **A09**/MF **A01**

DL-20-24-80-51
Referrals Verification Demonstration Project. Final rept.,
MACRO Systems, Inc., Silver Spring, MD.
C. Bruce, K. R. Atterbeary, and A. W. Irion. 18 Aug 81, 109p* DLMA-20-24-79-36-1

The study developed an improved method for obtaining feedback information on the outcomes of Job Service referrals to job openings. The new method was pilot tested at the Richmond, Virginia Job Service office for seven weeks. Emphasis was placed on verifying a greater percentage of referrals within a shorter period of time in order to promote better service to employers.

Keywords: **Employment, Placement,** Productivity, Feedback, Services, Information systems, Evaluation.

PB82-165069/XCB PC **A06**/MF **A01**

DL-20-24-82-10
Evaluation of TJTC (Targeted Jobs Tax Credit) Telephone Vouchering Techniques. Final rept.
Booz-Allen and Hamilton, Inc., Bethesda, MD.
1 Feb 84, 108p DLETA-20-24-82-10

This report presents the results of a study of the Targeted Jobs Tax Credit (TJTC) telephone vouchering process. Telephone vouchering was implemented by the Florida State Employment Security Agency (SESA) as an alternative to vouchering processes relying on face-to-face interviews. It was implemented primarily to reduce costs to program participants (TJTC applicant, employer, SESA). This study was conducted to determine whether costs were reduced and to identify the impact of telephone vouchering on effectiveness and program integrity.

Keywords: **Telephone systems, Employment, Vouchering,** Evaluation, Placement, Statistical analysis, Cost effectiveness, Certification, Targeted Jobs Tax Credit program.

PB85-136737/XCB PC **A06**/MF **A01**

DL-20-24-82-11
Study of the Targeted Jobs Tax Credit Summer Youth Experience. Final rept. on phase 2,
MACRO Systems, Inc., Silver Spring, MD.
P. Richardson. Apr 84, 76p R-1347-3

The objective of this study was to gather information on how the 1983 Targeted Jobs Tax Credit (TJTC) program for summer youth operated, the extent to which the tax credit was used, what types of jobs were filled, the implementation problems encountered, and efforts of the Job Service and other organizations to promote usage of the program. As part of the study, site visits were made to 18 jurisdictions.

Keywords: **Youths, Employment,** Taxes, Manpower utilization, Unskilled workers, Recruiting, Unemployment, Disadvantaged groups, Targeted Jobs Tax Credit program.

PB84-199058/XCB PC **A05**/MF **A01**

DL-20-24-82-11
Study of the Targeted Jobs Tax Credit Summer Youth Experience. Final rept.,
MACRO Systems, Inc., Silver Spring, MD.

P. Richardson. Apr 84, 80p* R-1347-3

The objective of this study was to gather information on how the 1983 Targeted Jobs Tax Credit (TJTC) program for summer youth operated, the extent to which the tax credit was used, what types of jobs were filled, the implementation problems encountered, and efforts of the Job Service and other organizations to promote usage of the program. As part of the study, site visits were made to 18 jurisdictions.

Keywords: **Youths, Employment,** Taxes, Manpower utilization, Unskilled workers, Recruiting, Unemployment, Disadvantaged groups, Targeted Jobs Tax Credit program.

Supersedes PB84-199058.

PB85-138519/XCB PC **A05**/MF **A01**

DL-20-24-82-11
Study of the FY (Fiscal Year) 1983 Summer Youth Employment Program (SYEP). Final rept.
MACRO Systems, Inc., Silver Spring, MD.
31 Jan 84, 98p R-1347-2

This study was designed to examine and report on the operations of FY83 locally operated subsidized Summer Youth Employment Programs (SYEP), funded through the Comprehensive Employment and Training Act (CETA), administered by the U.S. Department of Labor. Objectives of the study were to help evaluate the strengths, weaknesses, and benefits of the program, to assess progress that has been made in correcting program deficiencies, to identify major residual problems, and to highlight issues that required resolution for program operations in FY84 under the new Job Training Partnership Act (JTPA). The study found that local SYEP programs appeared to have operated relatively smoothly in FY83 in nearly all sections of the country. Specific corrective actions taken in the past few years had eliminated most of the program's earlier deficiencies. These actions included tightened eligibility criteria, focusing assistance on disadvantaged youth, improved procedures to ensure that participants receive meaningful work experience, and a rigorous monitoring program. There were some residual operating problems, however, mainly relating to placement of program graduates and coordination of private-sector and public-sector roles in summer youth hiring. A separately bound appendix contains Case Study reports on each visited Regional Office, Prime Sponsor, and Worksite.

Keywords: **Youths, Employment,** Specialized training, Project management, Manpower utilization, Low income groups, Local government, Vocational guidance, Summer Youth Employment program, Disadvantaged groups.

See also PB84-195726.

PB85-156016/XCB PC **A05**/MF **A01**

DL-20-25-75-13
Evaluation of the Atlanta WIN/Job Corps Demonstration Program. Final rept.,
Abt Associates, Inc., Cambridge, MA.
J. F. Goldberg. 17 Mar 80, 168p DLETA-20-25-75-13-1

The Atlanta WIN/Job Corps Demonstration Program served 80 AFDC mothers between the ages of 16 and 21 during FY 1977. This report was based on a survey of 60 of the participants and a comparison group of 11 women of the same age in regular WIN training or placement programs. The program was designed to permit young women on AFDC to obtain vocational training and day care services at the Atlanta Job Corps Center as WIN volunteers.

Keywords: **Specialized training, Disadvantaged groups,** Vocational guidance, Employment, Manpower, Females, Personnel development, Placement, Work Incentive program, Job Corps.

PB80-213507/XCB PC **A08**/MF **A01**

DL-20-25-77-03
Rearranged Work Schedules. Final rept.,
Boston Coll., Chestnut Hill, MA.
R. L. Nuttal, H. Madfis, D. Polit, and J. Buckley. Jul 79, 67p DLETA-20-25-77-03-1

The report review the background of the schedule innovations in regard to work in 2 companies, which went from the traditional nine to five, 5-day per week schedule. The report only presents 2 case studies based on the 70 interviews conducted.

Keywords: **Work time standards, Scheduling,** Recruiting, Absenteeism, Recreation, Morale, Job satisfaction, Productivity, Quality of life.

PB-300 649/1/XCB PC **A04**/MF **A01**

DL-20-25-77-15
Estimated Effects of the Work Equity Project on Welfare Caseload. Executive Summary. Interim rept. (Final) Jul 78-Mar 79,
Abt Associates, Inc., Cambridge, MA.
P. Burstein. Aug 80, 27p AAI-79-141, DLETA-20-25-77-15-7

The statistical results showed that WEP was associated with a slight decline in welfare caseload during its first nine months of operation. The decline ranged from 2 percent in the AFDC program to 8 percent for the General Assistance program. None of the coefficients for caseload decline were statistically significant, however.

Keywords: **Social welfare, Employment, Subsidies, Job creation,** Industrial training, Economic assistance, Federal assistance programs, Statistical analysis, Program evaluation, Labor force participation.

PB81-151466/XCB PC **A03**/MF **A01**

DL-20-25-77-15
Work Equity Project Service Delivery System. Interim rept. Jul 78-Sep 79,
Abt Associates, Inc., Cambridge, MA.
J. W. Frees, S. Ajemian, E. P. Sample, and C. S. Rodgers. Dec 80, 140p AAI-79-140, DLETA-20-25-77-15-8

The report examines the service delivery system of the Work Equity project during the first year of operations, and documents how it has changed in response to federal and local influences. Divergence persisted between federal and local goods and the project was marked by administrative decentralization. The service delivery model emphasized individual employability development, using a mix of vocational counseling, training, and subsidized employment. The report uses automated program data and detailed information from client case records.

Keywords: **Social welfare, Minnesota, Employment,** Project planning, Counseling, Placement, Effectiveness, Unskilled workers, Work equity project.

PB81-180994/XCB PC **A07**/MF **A01**

DL-20-25-77-15
Administration of the Work and Training Requirement in the Work Equity Project,
Abt Associates, Inc., Cambridge, MA.
C. Rodgers. Oct 80, 85p AAI-79-139

The Work Equity Project is a demonstration employment and training program that operates in the city of St. Paul and in several counties in central Minnesota. Participation in the project is mandatory for AFDC clients in the city of St. Paul and AFDC, GA, and Food Stamp clients in the Balance of State areas who are determined to be employable according to statutory criteria. The project is designed to place its clients in suitable jobs that will reduce their dependence on welfare. The project replaces WIN in those counties where Work Equity operates and draws from the WIN and CETA programs for legislative authority and certain operating procedures. It has added innovations, such as the development of community work projects designed to provide a guaranteed job for all clients, and an attempt to keep all clients actively participating in the program, without holding categories.

Keywords: **Social welfare, Minnesota, Employment,** Project planning, Specialized training, Counseling, Placement, Effectiveness, Unskilled workers, Work Equity Project.

PB81-184491/XCB PC **A05**/MF **A01**

DL-20-25-77-15
Community Work Projects: Case Studies of Subsidized Employment. Minnesota Work Equity Project. Final rept. 1 Oct 78-31 Nov 79,
Abt Associates, Inc., Cambridge, MA.
S. Ajemian, and J. D. Lowe. Dec 80, 188p AAI-8-103, DLETA-20-25-77-15-10

The report examines the subsidized job process in the Work Equity Project by way of 32 case studies of community work projects. Two types of CWPs were developed for the project: individual (single jobs integrated with other positions in agencies) and group (two or more clients working together on a common task). The studies focus on actual work situations, providing insight into experiences of all participants--client employers, and Work Equity staff. CWPs were intended by program staff to be part of employability development plan. An analysis of the jobs revealed the following typology: permanent jobs, CWPs that eventually led to unsubsidized positions in agency skill training jobs, CWPs that provided training in useful skills; work alternatives, CWPs that were temporary alternatives to unsubsidized employment; work experience, CWPs that served to give clients a stable work record or reintroduction to the labor market; and time markers, CWPs that provided work but did not change clients' employability. Several factors constrained the effectiveness of CWPs: conflict in program goals, low use of subsidized jobs, leading to little new job development; and minimal monitoring and follow-up to ensure that the job was fulfilling its intended purpose.

Keywords: **Specialized training, Minnesota,** Job satisfaction, Employment, Unskilled workers, Social welfare, Work Equity Project.

PB81-187627/XCB PC **A09**/MF **A01**

DL-20-25-77-15
Work Equity Project Study Sample: Client Profile and Labor Market History. Final rept. Aug 78-Mar 79,
Abt Associates, Inc., Cambridge, MA.
D. Steinberg, S. Wilson, J. Kulik, and R. Virgile. Aug 80, 166p AAI-79-144, DLETA-20-25-77-15-9

The study sample of the Minnesota Work Equity project, a welfare reform demonstration, is extensively described in this report. In addition to providing a basic demographic profile covering individual and household characteristics, the study includes chapters on (1) five year pre-program work and welfare history, (2) total financial resources in the year preceding program start-up, (3) detailed analysis of 12 month pre-program earnings and labor supply, (4) job and work attitudes, (5) assessment of possible program effects on poverty rates, earnings potential and economic self sufficiency.

Keywords: **Employment, Disadvantaged groups, Minnesota,** Earnings, Labor relations, Females, Welfare, Specialized training, Attitudes.

PB81-188153/XCB PC **A08**/MF **A01**

DL-20-25-77-15
Interim Start-up Report for the Minnesota Work Equity Program. Interim rept. 1975-1978,
Abt Associates, Inc., Cambridge, MA.
C. Rodgers, M. G. Trend, J. F. Huston, and J. Goldberg. 15 Jun 78, 90p AAI-78-68, DLETA-20-25-77-15-2

This report describes the organizational events of the Work Equity Program project from conception, through March 1, 1978. It describes the problems of starting-up, themes and issues, program concept, program design, legal issues, as well as issues of administration, technical, and program analysis.

Keywords: **Social welfare, Minnesota,** Consolidation, Project planning, Manpower, Employment, Rehabilitation, State government, Government agencies, Program effectiveness.

PB-283 166/7/XCB PC **A05**/MF **A01**

DL-20-25-77-15
Work-Conditioned Welfare Reform: Ten Demonstration Programs Testing Job Creation and Work Incentives,
Abt Associates, Inc., Cambridge, MA.

C. C. Abt, D. W. Stevens, and E. W. Stromsdorfer. 1 Jul 77, 130p AAI-77-67, DLETA-20-25-77-15-1

This report deals with the design goals, descriptions of ten Welfare Reform demonstration projects, comparative reviews of the benefits and costs of the entire integrated design, as well as several significant research and evaluated issues.

Keywords: **Social welfare, Employment,** Project planning, Job analysis, Education, Unskilled workers, Experimental design. Program effectiveness, Evaluation.

PB-283 213/7/XCB PC **A07**/MF **A01**

DL-20-25-77-15
Minnesota Work Equity Project: Putting It Together. Executive Summary. Final rept.,
Abt Associates, Inc., Cambridge, MA.
M. G. Trent, S. Ajemian, C. S. Rodgers, and J. W. Frees. Jun 79, 15p AAI-78-137-VOL-1, DLMA-20-25-77-15-4

The report is the executive summary of the report on the planning and implementation phase of the Minnesota Work Equity Project, a welfare reform demonstration.

Keywords: **Social welfare, Minnesota,** Consolidation, Project planning, Manpower, Employment, Rehabilitation, State government, Evaluation, Government agencies, Program effectiveness.

See also PB-299 551.

PB-299 550/4/XCB PC **A02**/MF **A01**

DL-20-25-77-15
Minnesota Work Equity Project: Putting It Together. Final rept. 1978,
Abt Associates, Inc., Cambridge, MA.
M. G. Trend, S. Ajemian, C. Rodgers, and J. W. Frees. Jun 79, 152p AAI-78-137-VOL-2, DLMA-20-25-77-15-3

The report covers Work Equity operations through December, 1978. The project is a welfare reform demonstration that emphasizes work and training as an alternative to welfare. Clients are offered several categories of service, including a job creation component designed to make work available to all who need it.

Keywords: **Social welfare, Minnesota,** Consolidation, Project planning, Manpower, Employment, Rehabilitation, State government, Evaluation, Government agencies, Program effectiveness.

See also PB-299 550 and PB-299 552.

PB-299 551/2/XCB PC **A08**/MF **A01**

DL-20-25-77-15
Minnesota Work Equity Project: First Interim Report,
Abt Associates, Inc., Cambridge, MA.
C. Rodgers, and E. Stromsdorfer. Jul 79, 327p AAI-79-25, DLMA-20-25-77-15-5

The report describes and analyzes the process of planning and implementing the Minnesota Work Equity Project, a welfare reform demonstration. It examines the chain of decisions and events that constituted the planning and implementation phase and how and why the process developed as it did.

Keywords: **Social welfare, Minnesota,** Consolidation, Project planning, Manpower, Employment, Rehabilitation, State government, Evaluation, Government agencies, Program effectiveness.

See also report for 1975-78, PB-283 166.

PB-299 552/0/XCB PC **A15**/MF **A01**

DL-20-25-77-15
Minnesota Work Equity Project, Executive Summary. Interim rept. no. 1,
Abt Associates, Inc., Cambridge, MA.
C. S. Rodgers, and E. W. Stromsdorfer. Jul 79, 13p DLMA-20-25-77-15-6

The report summarizes the project's early months of operation. The objectives of the demonstration projects, key policy questions and other operational issues are briefly discussed.

Keywords: **Employment, Project management, Minnesota, Employment programs,** Welfare, Social services, Government policies, Manpower utilization, Placement, Specialized training, Personnel selection, Job development, Training.

PB-299 957/1/XCB PC **A02**/MF **A01**

DL-20-25-77-20
NPSPS (National Program for Selected Population Segments). Manual 1. Youth. Putting the 'Teams' Spirit in Youth Training: The JOB TEAMS Program, Ravenna, Ohio. Final rept.,
Abt Associates, Inc., Cambridge, MA.
L. Lad. 1 May 78, 71p AAI-78-39, DLMA-20-25-77-20-1

This report documents the program experiences of the JOB TEAMS Program of Ravenna, Ohio, funded under CETA Title III as part of the National Program for Selected Population Segments. The manual is designed to provide prime sponsors and other program administrators with information to replicate the project (or parts of the project) in their area.

Keywords: **Personnel development, Youths,** Counseling, Vocational guidance, Education, Specialized training, Employment, Manpower, Ohio, Program effectiveness, Ravenna(Ohio), Comprehensive Employment and Training Act, Job Teams Program.

See also PB-283 367.

PB-283 366/3/XCB PC **A04**/MF **A01**

DL-20-25-77-20
NPSPS (National Program for Selected Population Segments). Manual 2. Youth. Addressing Youth Employment Needs: The Youth Employment and Training Service, Albuquerque, New Mexico. Final rept.,
Abt Associates, Inc., Cambridge, MA.
J. Goldberg. 1 May 78, 63p AAI-78-40, DLMA-20-25-77-20-2

This report documents the program experiences of the Youth Employment and Training Service (YETS) of Albuquerque, New Mexico, funded under CETA Title III as part of the National Program for Selected Population Segments. The manual is designed to provide prime sponsors and other program administrators with information to replicate the project (or parts of the project) in their area.

Keywords: **Personnel development, Youths,** Counseling, Vocational guidance, Education, Specialized training, Employment, Manpower, New Mexico, Program effectiveness, Albuquerque(New Mexico), Comprehensive Employment and Training Act.

See also PB-283 368.

PB-283 367/1/XCB PC **A04**/MF **A01**

DL-20-25-77-20
NPSPS (National Program for Selected Population Segments). Manual 3. Youth. Join the Employed Generation: PEPSY Preparation and Employment Program for Special Youth, Cincinnati, Ohio. Final rept.,
Abt Associates, Inc., Cambridge, MA.
C. Blew. 1 May 78, 64p AAI-78-41, DLMA-20-25-77-20-3

This report documents the program experiences of the Preparation and Employment Program for Special Youth (PEPSY) of Cincinnati, Ohio, funded under CETA Title III as part of the National Program for Selected Population Segments. The manual is designed to provide prime sponsors and other program administrators with information to replicate the project (or parts of the project) in their area.

Keywords: **Personnel development, Youths,** Counseling, Vocational guidance, Education, Specialized training, Employment, Manpower, Program effectiveness, Ohio, Juvenile delinquency, Cincinnati(Ohio), Comprehensive Employment and Training Act.

See also PB-283 369.

PB-283 368/9/XCB PC **A04**/MF **A01**

DL-20-25-77-20
NPSPS (National Program for Selected Population Segments). Manual 4. Women. Upgrading Women and Work: The 'NEW' Experience, Crookston, Minnesota. Final rept.,
Abt Associates, Inc., Cambridge, MA.
L. Lad. 1 May 78, 62p AAI-78-42, DLMA-20-25-77-20-4

This report documents the program experiences of NEW (Non-traditional Employment for Women) of Crookston, Minnesota, funded under CETA Title III as part of the National Program for Selected Population Segments. The manual is designed to provide prime sponsors and other program administrators with information to replicate the project (or parts of the project) in their area.

Keywords: **Personnel development, Females,** Counseling, Vocational guidance, Education, Specialized training, Employment, Manpower, Program effectiveness, Minnesota, Crookston(Minnesota), Comprehensive Employment and Training Act.

See also PB-283 370.

PB-283 369/7/XCB PC **A04**/MF **A01**

DL-20-25-77-20
NPSPS (National Program for Selected Population Segments). Manual 5. Women. Women Embark on New Careers: The Displaced Homemakers Program, Fort Wayne, Indiana. Final rept.,
Abt Associates, Inc., Cambridge, MA.
B. Rovin. 1 May 78, 85p AAI-78-43, DLMA-20-25-77-20-5

This report documents the program experiences of the Displaced Homemakers Program of Fort Wayne, Indiana, funded under CETA Title III as part of the National Program for Selected Population Segments. The manual is designed to provide prime sponsors and other program administrators with information to replicate the project (or parts of the project) in their area.

Keywords: **Personnel development, Females,** Counseling, Vocational guidance, Education, Specialized training, Employment, Manpower, Program effectiveness, Indiana, Fort Wayne(Indiana), Comprehensive Employment and Training Act, Displaced Homemakers Program.

See also PB-283 371.

PB-283 370/5/XCB PC **A05**/MF **A01**

DL-20-25-77-20
NPSPS (National Program for Selected Population Segments). Manual 7. Ex-Offenders. New Hope for Women Ex-Offenders: Project Esperanza, San Jose, California. Final rept.,
Abt Associates, Inc., Cambridge, MA.
D. Ericson. 1 May 78, 56p AAI-78-45, DLMA-20-25-77-20-7

This report documents the program experiences of Project Esperanza of San Jose, California, funded under CETA Title III as part of the National Program for Selected Population Segments. The manual is designed to provide prime sponsors and other program administrators with information to replicate the project (or parts of the project) in their area.

Keywords: **Personnel development, Ex-offenders,** Females, Counseling, Vocational guidance, Education, Specialized training, Employment, Manpower, Program effectiveness, California, San Jose(California), Comprehensive Employment and Training Act, Esperanza Project.

See also PB-283 373.

PB-283 372/1/XCB PC **A04**/MF **A01**

DL-20-25-77-20
NPSPS (National Program for Selected Population Segments). Manual 8. Rural Workers. Training Wheels: Educational Support for Rural Areas: The Mobile Education Training Project, Richmond, Virginia. Final rept.,
Abt Associates, Inc., Cambridge, MA.
L. Strayhorn. 1 May 78, 61p AAI-78-46, DLMA-20-25-77-20-8

This report documents the program experiences of the Mobile Education Training Project (METP) of Richmond, Virginia, funded under CETA Title III as part of the National Program for Selected Population Segments. The manual is designed to provide prime sponsors and other program administrators with information to replicate the project (or parts of the project) in their area.

Keywords: **Personnel development, Rural areas,** Counseling, Vocational guidance, Education, Specialized training, Employment, Manpower, Program effectiveness, Virginia, Richmond(Virginia), Comprehensive Employment and Training Act, Mobile Education Training Project.

See also PB-283 374.

PB-283 373/9/XCB PC **A04**/MF **A01**

DL-20-25-77-20
NPSPS (National Program for Selected Population Segments). Manual 9. Handicapped. Ready, Willing and Disabled: The Story of Project Employ, Columbus, Ohio. Final rept.,
Abt Associates, Inc., Cambridge, MA.
P. Desmond, and M. Johnston. 1 May 78, 43p AAI-78-47, DLMA-20-25-77-20-9

This report documents the program experiences of Project Employ of Columbus, Ohio, funded under CETA Title III as part of the National Program for Selected Population Segments. The manual is designed to provide prime sponsors and other program administrators with information to replicate the project (or parts of the project) in their areas.

Keywords: **Personnel development, Handicapped persons,** Counseling, Vocational guidance, Education, Specialized training, Employment, Manpower, Program effectiveness, Ohio, Columbus(Ohio), Comprehensive Employment and Training Act, Employ Project.

See also PB-283 375.

PB-283 374/7/XCB PC **A03**/MF **A01**

DL-20-25-77-20
NPSPS (National Program for Selected Population Segments). Manual 10. Handicapped. Target: Manpower Services for the Handicapped, Baltimore, Maryland. Final rept.,
Abt Associates, Inc., Cambridge, MA.
K. Chabotar, and P. Desmond. 1 May 78, 63p AAI-78-48, DLMA-20-25-77-20-10

This report documents the program experiences of Manpower Services for the Handicapped of Baltimore, Maryland, funded under CETA Title III as part of the National Program for Selected Population Segments. The manual is designed to provide prime sponsors and other program administrators with information to replicate the project (or parts of the project) in their area.

Keywords: **Personnel development, Handicapped persons,** Counseling, Vocational guidance, Education, Specialized training, Employment, Manpower, Program effectiveness, Maryland, Baltimore(Maryland), Comprehensive Employment and Training Act.

See also PB-283 376.

PB-283 375/4/XCB PC **A04**/MF **A01**

DL-20-25-77-20
NPSPS (National Program for Selected Population Segments). Manual 11. Seniors. Seniors as the Focus of Community Effort: The Weld County Senior Aide Program, Greeley, Colorado. Final rept.,
Abt Associates, Inc., Cambridge, MA.
J. Skinner, and M. Holmes. 1 May 78, 56p AAI-78-49, DLMA-20-25-77-20-11

This report documents the program experiences of the Weld County Senior Aide Program of Greeley, Colorado, funded under CETA Title III as part of the National Program for Selected Population Segments. The manual is designed to provide prime sponsors and other program administrators with information to replicate the project (or parts of the project) in their area.

Keywords: **Personnel development, Elderly persons,** Counseling, Education, Specialized training, Employment, Recreation, Manpower, Program effectiveness, Colorado, Greeley(Colorado), Comprehensive Employment and Training Act, Weld County Senior Aide Program.

See also PB-283 377.

PB-283 376/2/XCB PC **A04**/MF **A01**

DL-20-25-77-20
NPSPS (National Program for Selected Population Segments). Manual 12. Seniors. Transplanting HEART: A Replication Manual, Lee County, Florida. Final rept.,
Abt Associates, Inc., Cambridge, MA.
M. Holmes. 1 May 78, 65p AAI-78-50, DLMA-20-25-77-20-12

This report documents the program experiences of Project Heart of Lee County, Florida, funded under CETA Title III as part of the National Program for Selected Population Segments. The manual is designed to provide prime sponsors and other program administrators with information to replicate the project (or parts of the project) in their area.

Keywords: **Personnel development, Elderly persons,** Counseling, Education, Specialized training, Employment, Manpower, Program effectiveness, Florida, Recreation, Lee County(Florida), Comprehensive Employment and Training Act, Heart Project.

See also PB-283 366.

PB-283 377/0/XCB PC **A04**/MF **A01**

DL-20-25-77-20
New Approaches to CETA Training: An Overview of the Title III National Program for Selected Population Segments. Final rept.,
Abt Associates, Inc., Cambridge, MA.
L. Strayhorn, J. Goldberg, A. Prager, and M. Holmes. 30 Jun 78, 145p AAI-78-78, DLMA-20-25-77-20-13

This report provides an overview of the National Program for Selected Population Segments. The report documents the implementation of NPSPS, the programming approaches applied for each population segment, the results of a participant survey, follow-up and outcome information on the 82 projects.

Keywords: **Specialized training, Populations,** Youths, Females, Handicapped persons, Ex-offenders, Elderly persons, Rural areas, Program effectiveness, Local government, Comprehensive Employment and Training Act.

PB-284 129/4/XCB PC **A07**/MF **A01**

DL-20-25-77-20-6
NPSPS (National Program for Selected Population Segments). Manual 6. Women. Women in Commissioned Sales: A Training Project Monmouth County, New Jersey. Final rept.,
Abt Associates, Inc., Cambridge, MA.
A. Prager. 1 May 78, 86p AAI-78-44, DLMA-20-25-77-20-6

This report documents the program experiences of the Women's Training Program (WTP) of Monmouth County, New Jersey, funded under CETA Title III as part of the National Program for Selected Population Segments. The manual is designed to provide prime sponsors and other program administrators with information to replicate the project (or parts of the project) in their area.

Keywords: **Personnel development, Females,** Counseling, Vocational guidance, Education, Specialized training, Employment, Manpower, Program effectiveness, New Jersey, Monmouth County(New Jersey), Comprehensive Employment and Training Act, Womens Training Program.

See also PB-283 372.

PB-283 371/3/XCB PC **A05**/MF **A01**

DL-20-25-77-25
Examination of the Feasibility of Estimating the National Penetration Rate of the U.S. Employment Service. Final rept.,
Abt Associates, Inc., Cambridge, MA. Missouri Univ.-Columbia.
D. W. Stevens. Feb 79, 34p DLMA-20-25-77-25-1

This effort to estimate U.S.E.S. 'market share' of the labor exchange function rests upon examining national data sources for data which could be used to develop estimating techniques for total U.S. new hires in a given year. Linear regression models applied to 21 two-digit manufacturing industries produced relationships between new hires and average hourly earnings which could be used to develop new hiring rates, and thus annual new hires, for nonmanufacturing sectors. The technique produced an estimate of 22,925,460 hires for 1976 in nonagricultural and nongovernmental civilian sectors. Compared with USES placements of 3,200,000 individuals in nonagricultural jobs in FY76, this yields a market share of about 14 percent. However, the study concludes that the approach is not fully testable empirically, since new hires data are only available for the manufacturing sector. This, or other similar estimates are not fully defensible.

Keywords: **Employment, Measurement,** Services, Government policies, National government, Manpower, Unemployment, Performance evaluation, Employment services.

Prepared in cooperation with Missouri Univ.-Columbia.

PB-295 187/9/XCB PC **A03**/MF **A01**

DL-20-25-77-49
Enhancing the Effectiveness of the Federal Bonding Program. Final rept. 1977-80,
Contract Research Corp., Belmont, MA.
J. Kennedy. Mar 80, 156p* DLMA-20-25-77-49-1

The purpose of this experimental and demonstration project was to test a method which might aid in the further institutionalization of the Department of Labor's successful Federal Bonding Program. It was felt that Program operators could increase participation without increasing program cost by learning how to tailor bonds to job risk. To do this, the contractor carried out a management survey to obtain input from the field operators for designing and producing four pamphlets aimed at different targets and a Guidebook to provide SESA and Job Service staff with more detailed information than any which had been made available before on the procedures for operating the FBP at the maximum efficiency. These were presented and discussed at a national conference of bonding coordinators and measurements were made over the following 6-month period. Findings show an increase in the total number of bonds and a lower average of coverage amounts.

Keywords: **Placement, Fidelity bonding, Offenders,** Employment, Personnel development, Project planning, Risk, Security, Insurance, Management training, Personnel selection, National government, Liability insurance.

PB81-122848/XCB PC **A08**/MF **A01**

DL-20-25-78-22
Role of Community Based Organizations Under CETA. Final rept.,
Urban Systems Research and Engineering, Inc., Cambridge, MA.
L. N. Bailis, P. Van Coevering, and L. Morris. Nov 79, 212p DLETA-20-25-78-22-1

The study was conducted in order to determine the current (fiscal 1978) role of community based organizations (CBOs) in the programs funded by the Comprehensive Employment and Training Act of 1973, as amended (CETA), the way it evolved, the reasons for its evolution, and the consequences of its evolution. The methodology employed consisted of review of the published CETA research literature; analysis of data provided by the U.S. Department of Labor, and three National CBO organizations--Opportunities Industrialization Centers of America (OIC), the National Urban League (NUL), and Jobs for Progress (SER); and field visits to twenty-two Prime Sponsors.

Keywords: **Organizations, Disadvantaged groups,** Employment, Specialized training, Communities, Minority groups, Manpower, Negroes, Comprehensive Employment and Training Act of 1973.

PB80-119787/XCB PC **A10**/MF **A01**

DL-20-25-78-58
Feasibility of an R and D Local Office System in the United States Employment Service. Volume I. Final rept.,
Urban Systems Research and Engineering, Inc., Cambridge, MA.
S. E. P. Bloom, and L. N. Ballis. Mar 80, 62p DLMA-20-25-78-58-1

The study evaluates the feasibility of the 'R&D Local Office System' as a possible way for the Employment and Training Administration (ETA) to strengthen research and demonstrations undertaken within the U.S. Employment Service (ES). The system involves preselection of local ES offices, training ES staff in R&D requirements, validation of operating statistics, assembly and reformatting of data about the office, and ongoing monitoring. Volume I describes the purpose and methodological requirements of the Local Office System and how the sample size/selection procedures are determined.

Keywords: **Office management, Research management,** Services, Employment, Personnel management, Technology innovation, Research projects, Objectives, Sampling, Management methods, Surveys, Research and development.

Prepared in cooperation with Community Resources Group, Cambridge, MA. See also Volume 2, PB80-179161.

PB80-179153/XCB PC **A04**/MF **A01**

DL-20-25-78-58
Feasibility of an R and D Local Office System in the United States Employment Service. Volume II. Final rept.,
Urban Systems Research and Engineering, Inc., Cambridge, MA.
S. E. P. Bloom, and L. N. Balis. Mar 80, 52p DLMA-20-25-78-58-2

The study evaluates the feasibility of the 'R&D Local Office System' as a possible way for the Employment and Training Administration (ETA) to strengthen research and demonstrations undertaken within the U.S. Employment Service (ES). The system involves preselection of local ES offices, training ES staff in R&D requirements, validation of operating statistics, assembly and reformatting of data about the office, and ongoing monitoring. Volume II summarizes four working papers produced as a result of discussions on the feasibility and advantages of various design options for the Local Office System.

Keywords: **Office management, Research management,** Services, Employment, Personnel management, Technology innovation, Research projects, Management methods, Systems engineering, Systems analysis, Research and development.

Prepared in cooperation with Community Resources Group, Cambridge, MA. See also Volume 1, PB80-179153.

PB80-179161/XCB PC **A04**/MF **A01**

DL-20-25-79-16
Study of the Role of Non-Profit Organizations in the Public Service Employment Program. Volume 1. Presentation and Analysis of Data. Final rept.,
Urban Systems Research and Engineering, Inc., Cambridge, MA.
L. N. Bailis, D. Kornetsky, P. Van Coevering, L. A. Heinen, and G. Brown. Mar 82, 100p DLMA-20-25-79-16-1

This study examines the role of private non-profit organizations (NPOs) as service deliverers in the Public Service Employment (PSE) program authorized under Titles IID and VI of the Comprehensive Employment and Training Act (CETA), as amended in 1978. The study found that the proportion of PSE funded jobs at NPO worksites increased substantially during the last 2 fiscal years of the program, and that the increased dependence on NPOs was in large part a result of changes in the federal regulations making it less attractive for public agencies to participate in the program. Use of NPOs resulted in expansion of PSE services provided to the public, greater targeting of PSE services to the disadvantaged, and a diversification of job opportunities and experience within the PSE program. However, the benefits of using NPOs occurred at the cost of a reduced rate of transition of terminees into unsubsidized jobs, and an increased administrative burden to Prime Sponsors. Whether or not NPOs should be involved in future public service employment programs will depend on how policy makers weight these costs and benefits.

Keywords: **Employment, Organizations,** Specialized training, Government policies, National government, State government. Local government, Government employees, Evaluation, Comprehensive Employment and Training Act, Public service employment.

See also Volume 2, PB83-259440.

PB83-259432/XCB PC **A05**/MF **A01**

DL-20-25-79-16
Study of the Role of Non-Profit Organizations in the Public Service Employment Program. Volume 2. Handbook of PSE Activities at Exemplary Non-Profit Organizations. Final rept.,
Urban Systems Research and Engineering, Inc., Cambridge, MA.
L. N. Bailis, and D. Kornetsky. Mar 82, 165p DLMA-20-25-79-16-11

Volume II elaborates on a single point: the variety and richness in the kinds of accomplishments that resulted from funding NPOs.

Keywords: **Employment, Organizations,** Specialized training, Government policies, National government, State government, Local government, Government employees, Evaluation, Comprehensive Employment and Training Act, Public service employment.

See also Volume 1, PB83-259432.

PB83-259440/XCB PC **A08**/MF **A01**

DL-20-25-79-47
Study of Work Registration Cost and Outcomes. Final rept. 1980-81,
Abt Associates, Inc., Cambridge, MA.
J. F. Goldberg. Feb 82, 74p DLETA-20-25-79-47

This study developed and pilot tested a methodology for estimating the cost of the work registration requirement for UI, Food Stamps and AFDC claimants at six sites. It also estimated the proportion deregistered as a result of placement by these programs.

Keywords: **Cost estimates, Food stamps, Unemployment insurance, Work registration,** Placement, Employment, Social welfare, Aid to families with dependent children.

PB83-232801/XCB PC **A04**/MF **A01**

DL-20-25-79-64
Performance and Needs Based Methodology for Allocating Employment Service Grants: Final Report,
Abt Associates, Inc., Cambridge, MA.
C. K. Fairchild, and M. Cohen. 30 Apr 80, 80p AAI-8047, DLETA-20-25-79-64-1

The report presents the basic framework for a new ES funding formula using measures of need and performance weighted in relation to the missions and functions of the Job Service. The literature review and policy reviews identified measures of need, including civilian labor force, employment, unemployment and low income adults, and measures of performance, primarily individuals placed. The basic structure of the proposed formula compares the relative shares of each measure with the past resource distribution, and allows for hold harmless factors. Results from trial runs of the formula emphasizing different weights for the measures and different policy objectives show that funding changes can be quite large for some states, but expected placement effects are small.

Keywords: **Employment, Allocations,** Grants, State government, National government, Government policies, Placement, Requirements, Unemployment, Cost analysis, Employment Service.

PB80-183858/XCB PC **A05**/MF **A01**

DL-20-25-79-64
ES (Employment Service) Placemenorecasts and Performance Standards. Final rept.,
Abt Associates, Inc., Cambridge, MA.
C. K. Fairchild. 20 Feb 83, 115p DLETA-20-25-79-64

The objective of the study was to develop a method of forecasting the number of individuals placed by the Job Service (ES) in each state and for the nation as a whole. The method chosen was an econometric model that summarizes the historical relationships between ES performance, staff and economic conditions for each of the 50 states and the District of Columbia. The model, estimated by ordinary least squares (OLS) from pooled time-series and cross-section data, forecasts the number of job openings received, the number of youth and claimant applicants and the number of individuals placed. The model was used to forecast FY 1982 performance and to set placement standards for each state in FY 1988 and 84.

Keywords: **Employment, Performance standards, Placement,** Econometrics, Economic models, Economic conditions, Forecasting, Manpower, Resource allocation.

PB83-234112/XCB PC **A06**/MF **A01**

DL-20-25-82-09
Development of Employment Service Performance Standards for Substate Areas. Final rept. 1981-83,
Abt Associates, Inc., Cambridge, MA.
C. K. Fairchild. Dec 85, 76p AAI-85-74, DLETA-20-25-82-09-2

The purpose of the study was to develop a methodology for establishing Employment Service Performance Standards for substate areas. The Wagner-Peyser Act of 1935, as amended by JTPA of 1982, authorizes the Secretary of Labor to establish performance standards, and reserves to the Governor ten percent of the ES grants allotment for purposes including performance incentives for public employment offices. The methodology, developed from prior work by the author, uses an equation to estimate the expected number of individuals placed, given the number of full-time equivalent staff allocated to each substate area (including a pro-rata allocation of state-level staff). The equation adjusts for factors found to influence ES productivity, unemployment, population, population density, youth and claimant applicants. Separate equations were also estimated for placement transactions, new and renewal applicants, and job openings received. The equations were estimated from 3 year's pooled time-series cross-section data provided by 18 states for local offices that were aggregated into 270 substate areas. The substate areas conform to JTPA Service Delivery Areas or aggregations of such areas to labor market (county or SMSA) equivalents.

Keywords: **Performance standards, Employment Service Performance Standards,** Economic analysis, Work measurement, Unemployment, State government, Manpower, Placement.

Sponsored by Employment and Training Administration, Washington, DC.

PB86-144896/XCB PC **A05**/MF **A01**

DL-20-25-82-18
Determinants and Analysis of Skills Shortages and Surpluses: Summary and Synthesis,
National Bureau of Economic Research, Inc., Cambridge, MA. Harvard Univ., Cambridge, MA.
M. J. Mandel, and J. L. Medoff. May 84, 20p

Section I looks at the meaning and modeling of imbalance situations; Section II attempts to evaluate the data and to use the data for statistical inquiries; and Section III examines the implications of our analysis and findings for future policy decisions. Section IV concludes the paper. The analysis of 'skills shortages and surpluses' indicates initially that no general definition exists for the term and that its meaning depends crucially on the specific type of imbalance being considered. Shortages and surpluses are thus defined in terms of their reflection in vacancies, unemployment, wages, turnover, and internal labor markets. Models are developed which depict each of the several different types of shortages: supply-demand gaps, wage-adjustments, search shortages, and internal labor market breakdowns.

Keywords: **Skilled workers, Personnel management,** Economic analysis, Economic models, Education, Policies, Training programs.

Prepared in cooperation with Harvard Univ., Cambridge, MA.

PB85-159887/XCB PC **A02**/MF **A01**

DL-20-27-78-43
Study to Assess the Feasibility of Developing Measures of the Quality of Training Provided in CETA. Final rept.,
Great Lakes Research, Minneapolis, MN.
W. Pollock. Mar 79, 88p DLMA-20-27-78-43-1

Although the Department of Labor does provide some guidelines for the use of CETA training resources, the basic intent of the legislation was to provide States and localities with primary responsibility for providing training. Thus individual CETA prime sponsors determine training needs and arrange for the provision of that training. As would be expected with such a decentralized approach to providing training, the approaches for evaluating the quality of training varies considerably among the prime sponsors. In order to facilitate the selection of effective training programs, Great Lakes Research, under contract to the Department of Labor, conducted a feasibility study of CETA training. In particular, various approaches for evaluating training quality were examined and the feasibility of developing uniform measures of training quality were evaluated.

Keywords: **Specialized training, Quality control,** Evaluation, Employment, Acceptability, Attitudes, Instructors, Program effectiveness.

PB-300 601/2/XCB PC **A05**/MF **A01**

DL-20-34-76-12
Follow-up Study of Recipients of Federal Supplemental Benefits. Final rept.,
Mathematica Policy Research, Inc., Princeton, NJ.
J. A. Brewster, W. Corson, J. Friedmann, W. Nicholson, and A. Vayda. 25 Sep 78, 149p DLMA-20-34-76-12-2

The analyses presented in the report concern the labor market activities of approximately 1500 recipients of Federal Supplemental Benefits (FSB) during 1975 in 15 states. Over the entire three-year period beginning with their initial unemployment compensation (UC) claim and their experiences with the UC system over this period. The pattern of household income over this period and FSB recipients economic adjustments to unemployment are also examined.

Keywords: **Unemployment, Insurance,** Social welfare, Economic analysis, Government policies, Employment, Income, Characteristics, Labor market, Unemployment insurance.

PB-295 337/0/XCB PC **A07**/MF **A01**

DL-20-34-79-35
Benefit-Cost Methodology for Studying Apprenticeship Programs. Final rept.,
Mathematica Policy Research, Inc., Princeton, NJ.
C. D. Mallar, and C. V. D. Thornton. Dec 80, 187p DLMA-20-34-79-35-2

The study develops methods for evaluating the benefits and costs of apprenticeship training. Its main focus is on how to determine whether apprenticeship programs are economically efficient. Other issues that can be addressed by the methodology include the distribution of apprenticeship benefits and costs among apprentices, employer-providers, and other group in society and how the economic efficiency of apprenticeship varies over the course of the training. One of the principal components of the study is the development of techniques for estimating the value of output produced by apprentices during their training. In addition to identifying and developing techniques for estimating the value of various benefits and costs, the study assesses the feasibility of estimation and proposes an agenda for future research.

Keywords: **Benefit cost analysis, Apprenticeship,** Specialized training, Industrial training, Cost analysis, Education, Salaries, Industrial sociology, Supply(Economics), Performance standards, Personnel development.

PB81-144834/XCB PC **A09**/MF **A01**

DL-20-34-79-35-1
Benefit-Cost Analysis of Apprenticeship Training: Selected References. Final rept.,
Mathematica Policy Research, Inc., Princeton, NJ.
C. D. Mallar, E. A. Noggoh, K. A. Solomon, and C. V. D. Thornton. 27 Nov 79, 48p DLMA-20-34-79-35-1

The bibliography contains references to published material that would be useful in the design of a benefit-cost methodology for studying apprenticeship programs. References were generally limited to the period 1968 - 1979 and are grouped in the following sections: (1) Descriptive Material on Apprenticeship Programs; (2) Demand for Apprenticeship and Journeyworkers; (3) Impacts of Apprenticeships on Participants; (4) Data Sources on Apprenticeship Programs; (5) Costs of Apprenticeship Programs; (6) Policy Issues Regarding Apprenticeships; (7) Miscellaneous Publications on Apprenticeships; (8) Benefit-cost Analysis.

Keywords: **Benefit cost analysis, Apprenticeship, Bibliographies,** Reviews, Industrial training, Education, Personnel development, Demand(Economics), Data sources, Cost estimates, Manpower, Training, Labor supply.

PB80-137821/XCB PC **A03**/MF **A01**

DL-20-34-82-01
Downriver Community Conference Economic Readjustment Activity Program: Impact Findings from the First Phase of Operations. Interim rept. Jul 80-Sep 81,
Abt Associates, Inc., Cambridge, MA.
D. A. Smith, J. Kulik, and E. W. Stromsdorfer. 20 May 83, 81p DLMA-20-34-82-01

The Downriver Community Conference Economic Readjustment activity (ERa) is an experimental program designed to reemploy workers displaced due to plant shutdowns in southwestern Wayne County, Michigan. This program will operate through September 1983 and will enroll approximately 2,000 workers from five plants that have been made eligible for program services. The Downriver ERa program is designed to 'return (participating) workers as expeditiously as possible, to quality jobs in the labor market.' Participants are referred to the program service--job search assistance, classroom or on-the-job retraining--that provides the most direct route back to employment.

Keywords: **Employment,** Michigan, Program evaluation, Training, Job placement, Wayne County(Michigan), Layoffs.

PB84-119106/XCB PC **A05**/MF **A01**

DL-20-34-82-01
Downriver Community Conference Economic Readjustment Program: Final Evaluation Report,
Abt Associates, Inc., Cambridge, MA.
J. Kulik, D. A. Smith, and E. W. Stromsdorfer. 30 Sep 84, 143p

The evaluation provided an assessment of the design, implementation and economic impact of the Downriver Community Conference dislocated worker project. The project operated between July 1980 and September 1983, serving approximately 2100 workers laid off from five automotive supply plants. The evaluation emphasized the impact of the program on participants' employment and earnings. Major findings of the study were that dislocated worker programs can produce positive impacts on participants' employment and earnings but that these efforts must be carefully targeted. Factors such as motivation and attitude play an especially large role in conditioning beneficial effects of the program. An intervention strategy that targets assistance on plant closures, and that involves employers and unions in outreach and recruitment, is particularly effective in reaching affected workers.

Keywords: **Employment, Labor unions, Skilled workers,** Cost effectiveness, Economic impact, Dislocated workers.

PB85-124865/XCB PC **A07**/MF **A01**

DL-20-34-82-07
Development and Introduction of Employment Service Performance Standards for PY 1984. Final rept. 1974-82,
Mathematica Policy Research, Inc., Princeton, NJ.
E. S. Cavin. 14 May 84, 70p DLETA-20-34-82-07

The objective of the study was to assist the Office of Performance Management in developing a methodology which states could use in setting performance goals for their Employment Service (ES). The basic approach to assessing the performance of ES managers was to model the expected performance of ES units, given the factors outside of management control. The model was estimated using annual data for the 51 state ES areas for the period of 1974-1982. Then, the average difference within each state over the 9-year period between actual program outcomes and outcomes predicted by the model was interpreted as variation in unobserved management efficiency. Empirical estimates were obtained for a logarithmic specification of a 'simplified labor exchange' model using a two stage estimation procedure. In this model ES resources are assumed to be directed toward identifying job openings, and applicants are assumed to arrive at the ES office through processes outside of direct ES control. This specification was selected from among several that were tested. The average difference between actual and predicted performance was within 15 percent in 37 states. This appears to provide an adequate basis for interpreting state differences in the model residuals as reflecting differences in states' performance.

Keywords: **Economic model, Employment, Performance standards, Project management, Employment services,** Statistical analysis, Performance evaluation, Manpower, Unemployment, Placement, Resource allocation.

PB85-138287/XCB PC **A04**/MF **A01**

DL-20-34-82-07
Evaluation of the Charleston Claimant Placement and Work Test Demonstration,
Mathematica Policy Research, Inc., Princeton, NJ.
W. Corson, D. Long, and W. Nicholson. 30 Sep 84, 131p

The report is an evaluation of the Claimant Placement and Work Test Demonstration conducted in Charleston, South Carolina during the period February-December 1983. The objective of the demonstration was to develop and test new operating procedures for the Job Service and UI that would both improve monitoring of the UI 'work test' and focus enhanced employment services on UI claimants. It was hoped that these procedures would be cost effective from the overall perspective of the UI system--that is, it was hoped that the reduction in UI benefits brought about by the new procedures would exceed the increased administrative costs involved. The evaluation showed that each of the three new work test and enhanced placement treatments implemented during the demonstration led to a reduction in weeks of UI benefits collected of from one-half to three-quarters of a week per claimant. This reduction out-weighed the increased administrative costs associated with these treatments, and thus the new procedures were found to be cost effective with their net impact on UI costs being about $50 per claimant.

Keywords: **Placement, Unemployment, Work tests, Claimants,** South Carolina, Cost effectiveness, Charleston(South Carolina).

PB85-152965/XCB PC **A07**/MF **A01**

DL-20-34-82-14
Analysis of the 1981-82 Changes in the Extended Benefit Program. Final rept.,
Mathematica Policy Research, Inc., Princeton, NJ.
W. Corson, and W. Nicholson. Mar 84, 125p

In the early 1980s, several changes were made in the Extended Benefit (EB) portion of the Unemployment Compensation system to reduce benefits under this program and to concentrate EB benefits in areas and time periods when unemployment rates were highest. Additional changes were also made to restrict individual's eligibility. This report investigates the effects that these recent changes have had on EB program caseloads and costs and on the targeting of EB resources. The analysis uses both quarterly aggregate data on each state and individual claimant data from 12 states, and a simulation model that predicts EB caseloads and costs is constructed to examine the impact of the programmatic changes.

Keywords: **Economic forecasting, Unemployment Insurance, Extended Unemployment Compensa-**

tion Act, Economic models, Statistical analysis, Models, Estimates, Policies.

PB85-176287/XCB PC **A06**/MF **A01**

DL-20-34-82-14
Characteristics of FSC (Federal Supplemental Compensation) 1/2 Recipients. Final rept. 1974-83,
Mathematica Policy Research, Inc., Princeton, NJ.
W. Corson. Mar 84, 36p DLETA-20-34-82-14B

This study analyzes demographic characteristics of Federal Supplemental Compensation (FSC) recipients and the industries in which they worked prior to layoff. It compares the demographic and industrial characteristics of FSC recipients with those of contemporary UI recipients who did not exhaust their UI benefits and with recipients of the mid - 1970's Federal Supplemental Benefits (FSB) program. The FSC recipients contrast with the recipients of FSB in the earlier recession, in that they tended to come from demographic groups with traditionally stronger labor force attachment. There was a greater percentage of FSC claimants in durable goods manufacturing as compared to contemporary UI recipients who did not draw FSC. They also contrasted with FSB recipients in the 1974 - 75 recession who tended to be more concentrated in non-durable goods manufacturing. The difference in industrial sources and demographic characteristics are related in that persons with stronger attachment to the labor force have tended to be more heavily represented in durable goods manufacturing and that industry has tended to decline economically in the recent past.

Keywords: **Economic conditions, Unemployment, Unemployment Insurance,** Demography, Characteristics, Labor force, Federal supplemental benefits, Federal supplemental compensation.

PB85-179513/XCB PC **A03**/MF **A01**

DL-20-34-82-24
Effect of the Duration of Unemployment Benefits on Work Incentives: An Analysis of Four Data Sets. Final rept.,
Mathematica Policy Research, Inc., Princeton, NJ.
R. Moffitt. Aug 84, 145p

The aim of this study is to narrow the range of past estimates of the effect of benefit extensions on the lengths of unemployment spells. To this end, several data sets used in past studies were collected. To determine whether the variance in past estimates is in part due to their uses of different specifications, a common specification was estimated on all data sets. An identical set of independent variables were included and all data sets. An identical set of independent variables were included and all data sets were controlled methodologically in a similar way (i.e., for truncation issues discussed in the report). The results show that the effect of a one-week extension in potential UI duration increases the spells of males by .17-.45 weeks and increases the unemployment spells of females by .10-.37 weeks. The nonwork spell is increased by more, by .52 weeks for males and .66 weeks for females (also this was obtained only for one data set). These ranges are considerably narrower than those obtained from past studies. However, the ranges are still larger than we would like, and in the conclusion to our study we suggest further research that could narrow the ranges further.

Keywords: **Unemployment, Economic analysis, Benefits, Unemployment Insurance,** Statistical analysis, Work incentives.

PB85-170546/XCB PC **A07**/MF **A01**

DL-20-36-74-22
Development of Performance Standards for Employment Service. Volume 3. Methodology Guide.
Final rept. 14 May 74-15 May 75,
Shelley (E. F.) and Co., Inc., Washington, DC.
C. K. Fairchild. 1 Aug 75, 89p DLMA-20-36-74-22-3

The objective of the project was to develop methods for establishing output and input performance standards for the placement and placement-support functions of the United States Employment Service (ES). Volume 3, Methodology Guide, presents the conceptual framework, practical definitions and feasible methods for establishing and using performance standards. The ES labor exchange function is conceptualized as a production process at the labor area level, with employment, unemployment, growth, and composition of labor force and industry imposing constraints on performance. Placement standards can be developed for each individual labor area using statistical techniques to represent the effects of these constraints, and a comparison of actual performance with the standard can be used for evaluation and budgeting. For input standards, thirteen functional activities were defined. Time ladders and questionnaires were developed for use with secondary data sources in a sample of labor areas to establish initial input standards. These standards would be based on the patterns of resource utilization, service, and quality characteristic of high-performing areas within each type of labor area. A detailed implementation plan is presented.

Keywords: **Placement, Employment, Performance standards,** National government, Services, Cost effectiveness, Constraints, Data acquisition, Performance evaluation, Allocations, Projects, Methodology, Employment services, United States Employment Service.

See also Volume 1 dated 1 Aug 75, PB-247 428.

PB-287 293/5/XCB PC **A05**/MF **A01**

DL-20-36-77-04
Rearranged Work Schedules in the Private Sector: Bibliographic and Case Study Analysis. Final rept. 1977-80,
Columbia Univ., New York. Graduate School of Business.
J. Bernstein, N. Friedman, and A. J. Jaffe. 1980, 173p DLETA-20-36-77-04-1

The study first reviews the existing literature (through 1978) on two alternative work arrangements--flexitime and the compressed work week. It organizes the literature along two dimensions. (1) content; that is whether it is descriptive, analytical, instructive or speculative; and (2) audience; that is whether it is primarily directed to the practitioner, the general public, the policy-maker, or the researcher. The literature review concludes that there has been a serious dearth of quality analysis of the issues and outcomes of alternative work schedules. A coded bibliography of over 500 items is appended. The second half of the report consists of two case studies of alternative work schedules--one in a banking and one in an insurance company. Top officials and first line supervisors were interviewed and surveys of 60 employees in one and 100 in the other company were administered.

Keywords: **Scheduling, Attitude surveys,** Job satisfaction, Productivity, Personnel management, Incentives, Bibliographies, Morale, Flexitime.

PB81-121931/XCB PC **A08**/MF **A01**

DL-20-36-79-29
RTP/State ES Demonstration Project for Placing Minorities in Managerial, Professional and Technical Jobs. Final rept. Apr 80-Sep 81,
Texas Univ. at Austin. Center for the Study of Human Resources.
J. Stendebach. Oct 81, 150p DLETA-20-36-79-29-1

The project was a two year demonstration testing the effectiveness of a specialized, minority-focused non-profit organization working in conjunction with a local Employment Service office to improve its opportunities for and placement of qualified or college educated minority men and women in managerial, professional or technical jobs. Specialized job development and individualized services expanded the pool of applicants and employers concerned with managerial or professional level jobs. RTP attracted more college-educated minorities, offered them more services, developed career-track MPT job orders over and above those listed with ES, and placed more minorities in MPT jobs appropriate to their qualifications. The major difficulty was in coordinating efforts between RTP and ES, due to structural incompatibility and divergence in goals and standards.

Keywords: **Employment, Minority groups,** Ethnic groups, Professional personnel, Manpower utilization, Placement, Qualifications, Upgrading.

PB82-130048/XCB PC **A07**/MF **A01**

DL-20-36-79-46-1
Apprenticeship Research: Emerging Findings and Future Trends. Final rept.,
New York State School of Industrial and Labor Relations, Ithaca.
V. Briggs, and F. Foltman. 1 May 81, 228p* DLETA-20-36-79-46-1

The purpose of this contract was to convene a 2-day conference to discuss the findings of new research pertaining to apprenticeship training in the United States. The conference sought to be a vehicle for wider dissemination of the funded research being conducted in the apprenticeship training area. It provided an opportunity to identify new issues and topics that must be studied to form effective and constructive public policy. In meeting face-to-face the various members of the apprenticeship community and the research community were able to develop a better understanding of the issues that are their common interest. Papers by selected researchers in apprenticeship and by those with operational responsibilities for apprenticeship programs were presented and discussed.

Keywords: **Specialized training, Apprenticeship,** Research projects, Meetings, Policies, Females, Education, Labor unions, NTISLABPEU, NTISLABETA.

PB81-219446/XCB PC **A11**/MF **A01**

DL-20-39-79-45
Analysis of Construction Firm-Apprentice Hires. Final rept.,
Ohio Wesleyan Univ., Delaware. Dept. of Economics.
R. J. Gitter. 9 Mar 81, 77p DLMA-20-39-79-45-1

This project has estimated how the wage paid to construction apprentices (the firm's cost) and other factors affect the number of apprentices hired. Data for the study were taken from BLS's Industry Wage Survey. A regression model was estimated for each of ten construction occupations examining the effects of such factors as the apprentice, journeyworker and helper wage rates in a firm, the number of journeyworkers, the union status of the firm and its regional location on the number of apprentices hired.

Keywords: **Specialized training, Construction Industry,** Apprenticeship, Productivity, Salaries, Cost analysis, Demand(Economics).

PB81-176075/XCB PC **A05**/MF **A01**

DL-20-47-75-12-1
High Hopes: Helping Young Black Teenage Girls. A Report of Two Demonstration Projects. Final rept.,
Social Service Delivery Systems, Memphis, TN.
A. Fox, W. T. May, and P. L. Schwartz. Sep 78, 214p

This is a report of a review of the findings of two demonstration projects conducted for disadvantaged black adolescent girls in Memphis, Tennessee between 1972 and 1975. The report has two major parts, including an abstract which describes the design, conduct and primary results of the study.

Keywords: **Youths, Females, Negroes,** Social welfare, Disadvantaged groups, Counseling, Education, Employment, Placement, Unemployment, Specialized training, Tennessee.

PB-289 902/9/XCB PC **A10**/MF **A01**

DL-20-51-77-37
Rearranged Work Schedules for Handicapped Employees in the Private Sector. Final rept.,
Rehab Group, Inc., Arlington, VA.
J. J. Fast, R. Sablowsky, and P. B. Armijo. 31 Jul 78, 179p DLETA-20-51-77-37-1

The findings of the survey of handicapped and non-handicapped employees and supervisors in a corporate environment overwhelmingly support theories that flexible work hours improve employees' perceived quality of work, leisure, and family life. Careful study of all the data also demonstrates a proportionately higher level of satisfaction with flexible work hours for other persons with special needs. These needs include not only conditions requiring medical attention or rest, but also child care, continuing education, and other personal requirements. The ability to use rearranged work schedules promotes job satisfaction for all employees and, to a greater extent, for handicapped employees. A result of the study concludes that rearranged work schedules can provide corporations with the opportunity to hire and maintain handicapped individual in employment, thus enabling them to comply with Federal regulations for affirmative action. (Portions of this document are not fully legible)

Keywords: **Manpower utilization, Handicapped workers, Corporations, Flexitime, Working hours,** Personnel management, Scheduling, Job satisfaction, Survey, Personal allowances, Education, Medical services, Industrial relations, Supervisors, National government, Regulations, Questionnaires, Work attitudes, Leisure time, Family life, Child care, Employment practices, Private industry, Affirmative action.

PB-289 685/0/XCB PC **A09**/MF **A01**

DL-20-51-78-50
OPER Project Officer's Handbook. Final rept.,
Evaluation Technologies, Inc., Arlington, VA.
H. A. Sheppard, and B. J. Waite. Aug 79, 270p DLMA-20-51-78-50-1

The OPER Project Officer's Handbook has been prepared for the use of personnel of the Office of Policy, Evaluation and Research (OPER) who are responsible for the management of research, development, experimentation, demonstration, and evaluation projects. The purpose of this Handbook is to provide a single source of practical guidance for Project Officers as they develop, monitor, guide, and evaluate OPER projects. In order to do this, the OPER Project Officer's Handbook addresses itself to compliance with and implementation of current Federal statutes, directives, and policies. The Handbook is designed to organize the flow of miscellaneous directives and instructions converging on the Project Officer and thus minimize confusion and deviation from standard procedures.

Keywords: **Contract administration, Methodology,** Handbooks, Instructions, Evaluation, Performance, Procurement.

PB-299 233/7/XCB PC **A12**/MF **A01**

DL-20-51-79-12
Rural Job Creation--A Study of CETA (Comprehensive Employment and Training Act) Linkage with Economic Development. Final rept.,
CSR, Inc., Washington, DC.
A. L. Bruno, and L. M. Wright. 29 Feb 80, 505p DLETA-20-51-79-12-1

The purpose of the project was to study and provide information on how jobs are created in rural areas through programs under the Comprehensive Employment and Training Act (CETA) joined with local economic develpment ventures. The study report is in two volumes: one presents a literature review and synthesis of case studies geared toward offering practical guidance on how to go about planning and implementing CETA and economic development projects. The second volume presents detailed case studies of 20 selected local sites where the two activities have been successfully linked. Examples include: farming, food processing and sewing cooperatives; furniture and recreation equipment manufacturing; industrial park construction; restoration of historic buildings and conversion of outdated facilities to modern production uses.

Keywords: **Employment, Rural areas,** Economic development, Manpower utilization, Regional planning, Project planning, Models, Comprehensive Employment and Training Act.

PB80-196678/XCB PC **A22**/MF **A01**

DL-20-51-79-39
Assessment of Factors Affecting Employment of Temporary Foreign Labor in the East Coast Apple Harvest,
Holt (James S.), Washington, DC.
J. S. Holt. Mar 81, 90p DLETA-20-51-79-39-1

The purpose of this study was to identify why some apple growers, in areas using temporary foreign (H-2) workers were able to harvest their apples without such workers. Persons knowledgeable about the industry and growers were interviewed in each major apple producing area. The study found that most temporary foreign workers are employed in areas of low population density, and high seasonal labor demand, where apples are the predominent crop using seasonal labor, and in which the use of illegal aliens is still relatively limited.

Keywords: **Employment, Farm crops,** Manpower utilization, Personnel management, Fruit crops, Foreign workers.

PB82-138678/XCB PC **A05**/MF **A01**

DL-20-51-79-40
Health Status and Health Services Utilization in Job Corps. Final rept.,
Kappa Systems, Inc., Arlington, VA.
C. R. Hayman, and J. C. Probst. 31 Jul 81, 109p
DLETA-20-51-79-40-1

This report presents the results of a one-year prospective study of the health status and health services utilization of enrollees at 8 job Corps centers. A total of 2,211 health examination records and approximately 26,000 health encounter records are reviewed. Young people entering job Corps, as revealed by examination and confirmed by utilization patterns, are generally healthy individuals. However, because corpsmembers are recruited from among disadvantaged youth, they manifest problems stemming from poor nutrition and poor hygiene: obesity, deficiency anemia, fungal and insect infestations, and sexually transmitted disease. Conditions found to be particularly prevalent among the corpsmember and/or particularly related to their future employability are emphasized in the analysis.

Keywords: **Health status, Health care utilization, Job corps,** Medical records, Sampling, Data processing, Anthropometry, Diagnosis, Disadvantaged persons, Youths.

PB82-111386/XCB PC **A06**/MF **A01**

DL-20-51-80-22
Employment Assistance to Disabled Veterans. Volume I: Technical Report. Volume II: Appendices. Final rept.,
Human Resources Research Organization, Alexandria, VA.
T. R. Wilson, and D. B. Crafts. 19 May 82, 137p
HumRRO-FR-ETSD-82-8, DLMA-20-51-80-22

Vol. I Technical Report. A national sample of disabled veterans under age 35 were asked about current employment, experiences in seeking work, current job help needs. The Disabled Veteran Outreach Program (DVOP), the Urban League's Disabled Veteran Employment Program, and the job placement by VA in behalf of rehabilitation clients were reviewed. The operations of VA Career Development Centers were studied. Disabled veterans who went to state employment offices were interviewed about assistance from the offices; the way veterans were treated in offices with and without DVOP was determined. Veterans going to the Urban League were questioned about job help they needed and received from this program.

Keywords: **Handicapped persons, Employment,** Military personnel, Retirement, Unemployment, Rehabilitation, Counseling, Veterans.

PB83-107649/XCB PC **A07**/MF **A01**

DL-20-55-82-13
Application of the Unemployment Insurance System Work Test and Nonmenetary Eligibility Standards. Final rept.,
Mathematica Policy Research, Inc., Princeton, NJ.
W. Corson, A. Hershey, S. Kerachsky, P. Rynders, and J. Wichita. Mar 84, 188p

This study investigates the influences of state laws, regulations, and procedures on claimants' qualification for Unemployment Insurance benefits according to nonmonetary eligibility standards. The objective is to identify practices that are particularly effective in detecting ineligible claimants, given the variation in the definitions of ineligibility. To the extent that the study succeeds in establishing these 'best practices,' agencies may be able to monitor their procedures more effectively and possibly modify them to meet their own objectives. More specifically, the patterns observed in the analysis may suggest how certain practices can help state agencies (1) minimize the extent to which claimants violate nonmonetary eligibility rules and (2) maximize the ability of agencies to detect violations when they occur and to reduce or deny benefits accordingly.

Keywords: **Employment, Insurance, Economic analysis, Unemployment Insurance,** Government policies, Claims, Benefits, Standards.

PB85-169910/XCB PC **A09**/MF **A01**

DL-21-01-76-21
Women and Part-Week Work. Final rept.,
Auburn Univ., Ala. School of Business.
E. B. Jones, and J. E. Long. 15 Mar 78, 207p DLMA-21-01-76-21-1

This two-part report examines four aspects of the part-week job association of married women: the proportion experiencing part-week employment; characteristics increasing the probability of part-week work; the wage effect from part-week in the work-life history; and the impact upon her unemployment experience. The data base is the National Longitudinal Surveys of Young Women (1968-73) and of Mature Women (1967-72). Over a six-year period, three of every five women who worked held a part-week job. The work history usually showed both part-week and full-week. The test of a household decision-making model found young children, more children, a higher-income husband, a lower potential market wage, and poor health among significant factors increasing the probability of part-week employment. Intervals of part-week employment increased the current wage less than full-week. At particular periods of potential work-life, no work experience was less depreciating of future earnings than part-week employment. Compared with full-week, unemployment incidence was less frequent, and no consistent differences were observed with respect to duration or the multiplicity of spells of unemployment. (Portions of this document are not fully legible)

Keywords: **Females, Employment,** Earnings, Unemployment, Family background, Children, Fringe benefits, Part time employment.

PB-280 737/8/XCB PC **A10**/MF **A01**

DL-21-01-77-14
Income Inequality and Employment. Final rept.,
Alabama Univ., University.
M. Fish. May 78, 78p DLETA-21-01-77-14-1

The report is a synthesis/analysis of over 50 R and D projects sponsored by the Employment and Training Administration, USDOL, on the subject of income and employment. In addition, selected contributions of knowledge from other sources are included. The study reviews and analyzes: (1) The extent to which welfare recipients and the low-wage employed change income levels due to participation in employment and training programs; (2) the characteristics which allow workers to move from an inadequate to an adequate wage-income level; (3) the change in income levels achieved by programs designed to upgrade skills; and (4) the type and amount of income change program participants ca n expect. The report is primarily intended for use by planners and practititioners who implement policies and programs dealing with welfare recipients and low-wage employed.

Keywords: **Income, Employment,** Inequalities, Economic conditions, Education, Females, Manpower, Placement, Unemployment, Low income groups, Unskilled workers.

PB-282 995/0/XCB PC **A05**/MF **A01**

DL-21-04-78-29
Maquiladoras and Migration: Workers in the Mexican-United States Border Industrialization Program. Final rept.,
Arizona Univ., Tucson. Dept. of Political Science.
M. A. Seligson, and E. J. Williams. 30 Jun 80, 198p
DLMA-21-04-78-29-1

The study investigates the Mexico-United States Border Industrialization Program (BIP) as a pull factor in internal Mexican migration to the north of the country and in international migration to the United States. Complemented by background research and elite interviews, its major data source consists of a survey of 839 workers in the industry's plants--739 conducted with workers in six Mexican border cities and 100 in two interior cities. It demonstrates that relatively few

BIP workers are internal migrants, but that increasing numbers have been drawn to the border by the industry in more recent years. It also provides evidence denying the BIP's role in two-stage migration from the interior to the border and on to the United States. In a comparative analysis, the study also shows that relatively few of the BIP workers have strong propensities to migrate to the United States. The study sets out massive new data on the demographic and socio-economic characteristics of the BIP workforce. Its major policy recommendation centers on the need to expand the interior dimension of the BIP.

Keywords: **Population migrations, Mexico,** Employment, Unemployment, Border control, Industries, Females, Job satisfaction, Attitude surveys, Population growth, Statistical analysis, Demography.

PB80-198674/XCB PC **A09**/MF **A01**

DL-21-04-78-29
Maquiladoras and Migration: A Study of Workers in the Mexican-United States Border Industrialization Program. Appendices. Final rept.,
Arizona Univ., Tucson. Dept. of Political Science.
M. A. Seligson, and E. J. Williams. Jul 80, 649p DLMA-21-04-78-29-2

Three appendices are included. The first is the survey questionnaire; the second the univariate distribution of the border survey; the third the univariate distribution of the interior survey. The survey questionnaire is composed of 248 questions contained in 74 pp. The border survey data is contained on 304 pp; the interior data in 268 pp. The questionnaire was administered to 739 workers in plants in six border cities and 100 workers in two interior cities.

Keywords: **Population migrations, Mexico,** Employment, Unemployment, Border control, Industries, Females, Job satisfaction, Attitude surveys, Population growth, Statistical analysis, Questionnaires, Tables(Data).

See also report dated 30 Jun 80, PB80-198674.

PB80-222599/XCB PC **A99**/MF **A01**

DL-21-04-78-38
Secretary of Labor's Invitational Conference on the National Longitudinal Surveys of Young Men and Young Women. Final rept. 30 Jun 78-30 Sep 79,
Arizona Univ., Tucson. Dept. of Economics.
O. Ashenfelter, and R. L. Oaxaca. 27 Aug 79, 318p DLETA-21-04-78-38-1

The report summarizes the purpose and results of a conference on the National Longitudinal Surveys (NLS) of Young Men and Young Women. The conference was held on March 29-30, 1979 in Tucson, Arizona. Six scholarly papers were prepared for the conference. These papers represented studies which illustrated how the NLS youth sample could be used to shed light on important youth labor market phenomenon.

Keywords: **Youths, Surveys, Meetings,** Labor unions, Economic analysis, Government policies, Employment, Salaries, Education, Males, Females, Mobility, Statistical analysis, Labor market.

Prepared in cooperation with Princeton Univ., NJ.

PB-299 663/5/XCB PC **A14**/MF **A01**

DL-21-06-76-17
Studies in Public Service Employment. Final project rept.,
California Univ., Berkeley. Inst. of Industrial Relations.
M. Wiseman. 31 Dec 78, 146p DLMA-21-06-76-17-1

The report summarizes research on various aspects of the use of subsidized employment in the public sector as a policy instrument. There are three papers. The first, 'The Age of Cities, the Employment Effects of Business Cycles, and Public Service Employment,' discusses factors which determine the interurban distribution of the economic dislocation brought about by recession. The second, 'CETA-Subsidized Public Employment in San Francisco,' evaluates the operation of the public service employment program in one city. The third, 'Evaluating the CETA Public Service Employment Program,' discusses the Department of Labor's CETA evaluation apparatus as it existed in 1977.

Keywords: **Employment, Local government, Urban areas,** Government policies, Grants, National government, Economic analysis, Municipalities, Age, Taxes, Urban development, Revenue sharing, Comprehensive Employment and Training Act.

PB-294 260/5/XCB PC **A07**/MF **A01**

DL-21-06-77-03
Vocational Education and Training: Impact on Youth. Final rept.,
West Virginia Univ., Morgantown.
J. T. Grasso, and J. R. Shea. Mar 79, 271p* DLMA-21-06-77-03-1

The report examines (1) choice of high school curriculum; (2) relations between curriculum, on one hand, and aspirations, occupational information, and highest year of school completed on the other; (3) psychological reactions to the high school experience of those who have followed various 'tracks,' and (4) the early labor market and further training experiences of former vocational students as compared with their general program peers with equivalent years of schooling. Multivariate techniques, including path analysis of the educational attainment process, are used extensively. The experience of men and women, blacks and whites, is treated separately.

Keywords: **Youths, Specialized training, Vocational guidance,** Attitudes, Counseling, Earnings, Education, Males, Females, Negroes, Schools, Objectives, Job satisfaction.

Prepared in cooperation with Carnegie Council on Policy Studies in Higher Education, Berkeley, CA.

PB-297 692/6/XCB PC **A12**/MF **A01**

DL-21-06-77-04
Empirical Assessment of the Process and Outcome of an Organizational Change Project Aimed at Improving the Quality of Work Life. Final rept.,
Stanford Univ., CA. Graduate School of Business.
J. I. Porras, and R. H. Harris. 15 Nov 77, 98p DLMA-21-06-77-04-1

The report describes a three-year assessment of a planned change program aimed at improving the quality of work life in a national food service organization. Intervention activities were conducted with both food service workers and managers in a large number of geographically disbursed units. Both attitudinal and performance measures were used to assess the impact of the change program.

Keywords: **Organization theory, Quality of life, Work environment, Organizational change,** Performance evaluation, Attitudes, Impacts, Group dynamics, Surveys, Statistical analysis, Correlation, Productivity, Job satisfaction, Motivation, Industrial relations, Psychology, Management training, Leadership, Personnel development, Food services, Organizational development, Quality of worklife.

PB-293 168/1/XCB PC **A05**/MF **A01**

DL-21-06-77-18
Conditional Labor Supply Functions. Final rept.,
RAND Corp., Santa Monica, CA.
J. F. Cogan. Sep 78, 89p ISBN-0-8330-0061-6, R-2045-DOL, DL-21-06-77-18-1

The report develops empirical procedures for estimating the labor supply functions of married men. Three procedures are examined: First, where labor supply functions are derived by separate maximization of utility functions of husbands with and without working wives; second, where the theoretical implication is that regardless of the wife's labor force status, the husband's labor force activity is a function of the shadow price of her time; and third, where the procedure is derived from the second, and eliminates the wife's unobservable shadow wage from the husband's labor supply function.

Keywords: **Supply(Economics), Males, Females, Marriage, Manpower, Labor supply, Housewives, Husbands,** Economics, Economic theory, Economic models, Statistical analysis, Employment, Functions(Mathematics), Households, Income, Wages, Labor economics, Labor force participation.

Library of Congress Catalog Card no. 78-10485.

PB-287 826/2/XCB PC **A05**/MF **A01**

DL-21-06-77-25
Conceptual Model of the Management 'Ethos' Experienced by the Hispanic Administrator and Factors Hindering Advancement to Higher Levels within an Organization. Final rept.,
Personnel Management Association of Aztlan, San Diego, CA.
A. Sanchez. 28 Sep 78, 74p DLETA-21-06-77-25-1

The study addresses itself to the underlying institutional biases which appear to limit the ability of Hispanic administrators to attain high-level administrative positions. A review of the employment characteristics of the Hispanic community indicates a wide gap in the placement and advancement of the Hispanic in every level of the employment sector. The purpose of this study was to explore the notion that in order to increase the employment opportunities for the whole Hispanic community, it is first necessary to increase the number of Hispanic administrators who have decision-making power. In order to support increased access of the Hispanic into the general employment market, there must be a greater influx of Hispanic administrators into organizations so that an attitudinal climate is created within an organization which supports the increased placement of Hispanics in lower-level positions. This study explored the attitudinal differences between Hispanic and non-Hispanic administrators and determined the impact of these attitudinal differences on the placement of the Hispanic within organizations.

Keywords: **Minority groups, Personnel development, Spanish speaking Americans,** Employment, Executives, Businesses, Manpower utilization, Surveys, Questionnaires, Discrimination.

PB80-105372/XCB PC **A04**/MF **A01**

DL-21-06-77-27
Factors Influencing the Participation of Elderly Spanish Surnamed Americans in CETA (Comprehensive Employment Training Act) and Title IX of the Older Americans Act. Final rept.,
Riverside County Office on Aging, CA.
A. Mirande. Aug 78, 80p DLMA-21-06-77-27-1

The report is a study of the participation of the Spanish surnamed elderly population of Riverside, California, in CETA and Title IX of the Older Americans Act. The results show that participation is disproportionately low and that their awareness of such programs is minimal.

Keywords: **Elderly persons, Employment,** Ethnic groups, Specialized training, Education, California, Citizen participation, Riverside County(California), Spanish surname Americans, Comprehensive Employment and Training Act of 1973.

Portions of this document are not fully legible.

PB-295 849/4/XCB PC **A05**/MF **A01**

DL-21-06-78-07
Design for Low Cost Hispanic Data Collection and Program Planning System. Final rept.,
Alameda County Training and Employment Board, Hayward, CA. Associated Community Action Program.
E. W. Hutchinson, R. G. Ames, D. B. Graeven, J. I. deNeufville, and C. V. Ochoa. 31 Jan 79, 61p 1, DLMA-21-06-78-07-1

The report is the product of a system design study. The system may also be adopted for use with other significant population segments. Use of this system will cost about 10% of the cost of conducting a special census and will produce similar planning data. The survey instruments have been pre-tested, but it is anticipated that a full pilot test of the whole system will be conducted by several Prime Sponsors during fiscal years 1979 and 1980. In the meantime, input and/or parallel testing by other Prime Sponsors are welcomed.

Keywords: **Surveys, Planning, Ethnic groups, Spanish Americans,** Systems engineering, Manpower, Employment, National government, Federal assistance programs, Demography, Sampling, Data processing, Information systems, Cost engineering, Minority groups, Comprehensive Employment and Training Act, Sponsors, Information utilization.

PB-292 098/1/XCB PC **A04**/MF **A01**

DL-21-06-78-11
Labor's Dwindling Harvest: The Impact of Mechanization on California Fruit and Vegetable Workers. Final rept.,
California Inst. for Rural Studies, Davis.
P. Barnett, K. Bertolucci, D. Villarejo, R. Weaver, and C. McNally. c1978, 242p* DLMA-21-06-78-11-1

Mechanization has eliminated tens of thousands of harvest jobs in California since 1950. Fragmentary data suggest that Hispanics, women, and temporary workers are performing an increasing portion of the remaining farm work. Mechanization has created fewer machine harvest jobs of different skill, strenuousness and safety; it has resulted in severe unemployment in local labor markets, and has prevented farm employee unionization. New harvest technologies for 13 fruit and vegetable crops were described, along with the ancillary changes in production practices, handling, packing, processing and product. Cost savings and the rate of adoption of the technologies were also considered.

Keywords: **Agricultural machinery, Farm crops, Employment,** Agricultural economics, Unemployment, Manpower utilization, Harvesting, Labor market.

PB-300 756/4/XCB PC **A11**/MF **A01**

DL-21-06-78-14
Chicanos in Rural Labor Markets: Empirical Tests of Labor Market Segmentation Hypothesis,
California Univ., Davis. Dept. of Agricultural Economics.
B. Buckley, and R. I. Rochin. Apr 81, 189p DLETA-21-06-78-14-1

Interviews with Chicano residents in two rural communities of Northern California reveal that rural Chicanos regard themselves generally as: blue collar worker, Mexican, foreigner, Catholic, Hispanic, brown, Spanish speaker or working class. Rural Chicanos perceive themselves in jobs with relatively good work hours, independence, but with relatively low pay, few benefits, limited skill requirements and promotion possibilities. They face discrimination in some occupations but most rural Chicanos prefer to remain in their present locales. Other conditions of employment status are revealed from the survey. Analysis of data from the national Survey of Income and Education shows that a significant proportion of wage differentials facing Chicanos in rural labor markets can be explained by both human capital differences and the structure of industry and occupations, but tests for labor market segmentation conditions were inconclusive.

Keywords: **Ethnic groups, Employment, Rural areas,** Earnings, Mobility, Socioeconomic status, Males, Females, Mexican Americans.

PB82-165679/XCB PC **A09**/MF **A01**

DL-21-06-78-16
Aspects of the Semantic Structure of Spanish-Speaking Bilinguals' English: Implications for Occupational Training. Final rept.,
Rural Manpower Lab., Santa Rosa, Calif.
E. Kissam. 5 Jun 78, 103p DL-21-06-78-16-1

This study examines variations in the semantic structure of bilinguals who are fluent in English and monolinguals. Both groups were given a test of 'semantic flexibility' in which subjects were asked to provide as many sentences as they could to disambiguate words which in isolation had multiple senses. There was a significant difference (p = .002) between monolinguals and bilinguals in semantic flexibility. While the divergence in semantic abilities of the two groups did not correlate with grades, it is argued that bilingualism may still represent a significant barrier to employment and career advancement and that additional emphasis on bilingual and bicultural programs may be an appropriate policy response.

Keywords: **Ethnic groups, Learning, Bilingualism,** Semantics, Verbal behavior, Employment, Career development, Spanish language.

PB-284 545/1/XCB PC **A06**/MF **A01**

DL-21-06-78-17
Influence of Variable Work Schedules on Worker Responses to Their Jobs. Final rept.,
California Univ., Berkeley. Inst. of Business and Economic Research.
K. H. Roberts. Mar 80, 275p DLMA-21-06-78-17-1

The grant supported work for one year on an ongoing project that compared responses to jobs by workers who work different numbers of hours per week. A sample of 1,621 full and part time United States based workers and 189 full and part time Puerto Rican workers responded to demographic and family life circumstance questions and to questions about the focal job concerning work values, organizational commitment, role conflict and ambiguity, job satisfaction, perceived communication, central life interests, and expectations about staying on or leaving the job. Some similar questions were asked about jobs or voluntary activities other than the focal job. This grant was for the purpose of analyzing these already collected data and for developing approaches to doing systematic research comparing part and full time employees.

Keywords: **Attitudes, Job satisfaction,** Scheduling, Employment, Businesses, Ethnic groups, Quality of worklife.

PB80-173610/XCB PC **A12**/MF **A01**

DL-21-06-78-20
Analysis of the Economic Progress and Impact of Immigrants. Final rept.,
Illinois Univ. at Chicago Circle. Survey Research Lab.
B. R. Chiswick. Jun 80, 407p DLETA-21-06-78-20-1

The theoretical analysis of earnings and occupational mobility is based on the international transferability of skills and the favorable self-selection of immigrants. Detailed analyses are performed by race/ethnic group and sex (1970 Census). Immigrants initially have lower earnings than the native born but their earnings rise rapidly with the duration of residence, reach equality after 11 to 25 years and then they have higher earnings. The children of immigrants earn 5 to 10 percent more than those with native-born parents. Using aggregate production function analysis, it is shown that an increase in supply of either low-skilled or high-skilled immigrants decreases the wage of that type of labor, and increases the return to both capital and the other type of labor. The immigration tends to increase the aggregate income of the native population, unless the immigrants are substantial net beneficiaries of income transfers. A bibliography is included.

Keywords: **Ethnic groups, Economic analysis, Immigrants,** Population migration, Earnings, Occupational mobility, Abilities, Return on investment, Socioeconomic status, Income, Salaries, Social welfare, Experience, Economic impact, Labor market participation.

PB80-200454/XCB PC **A18**/MF **A01**

DL-21-06-78-47
Race, Labor Turnover, and Male Earnings. Final rept. Jul 78-Dec 79,
California Univ., Santa Barbara. Community and Organization Research Inst.
G. J. Borjas. 15 Dec 79, 58p DLETA-21-06-78-47-1

The research analyzes the link between racial differences in labor turnover and the racial wage differential among young and mature men. Several empirical findings of general interest were obtained. First, white separation rates are greater then black separation rates among young men. Moreover, regardless of the turnover event a young man chose, the monetary gains to that event were systematically higher for white men. These results imply that the racial wage differential among young men depends significantly on the racial turnover differentials. Among mature men, the existing wage differential does not depend significantly on racial labor turnover differences occurring in that age range. The samples analyzed were the Young Men and Mature Men National Longitudinal Surveys.

Keywords: **Males, Mobility,** Minority groups, Negroes, Earnings, Personnel replacement, Personnel selection, Industrial relations, Employment, Unemployment.

PB80-137813/XCB PC **A04**/MF **A01**

DL-21-06-80-10
Labor Market Impact of Hispanic Undocumented Workers: An Exploratory Case Study of the Garment Industry in Los Angeles County. Final rept.,
California State Univ., Fullerton.
S. Maram, and S. Long. Oct 81, 202p DLMA-21-06-80-10-1

The study seeks to determine whether Hispanic undocumented workers are occupying jobs in the garment industry in Los Angeles County that might otherwise be held by unemployed Black and Hispanic U.S. citizens and legal immigrants. The data gathered suggest that the majority of the garment workers in Los Angeles are Hispanic undocumented and that the prevailing wage level for sewing machine operative jobs, the main production job in the industry, is the minimum wage or below. The data also indicate that very few unemployed Blacks and Hispanics would be willing to work as sewing machine operatives at the prevailing wage level, and that employers prefer to hire Hispanics over Blacks as sewing machine operators. Thus, data from the supply as well as the demand sides of the labor market indicate that there is very little displacement of unemployed Blacks and Hispanics by Hispanic undocumented workers at prevailing wages. The authors were unable to obtain sufficient empirical data on which to reach conclusions about the extent of indirect displacement--that is, displacement that may be occurring if the presence of the undocumented depresses wages and thus makes these jobs unattractive to unemployed Blacks and Hispanics who otherwise would accept them.

Keywords: **Employment, Minority groups, Illegal aliens,** Manpower, Economic analysis, Labor unions, Manufacturing, Crimes, Los Angeles County(California).

PB82-197310/XCB PC **A10**/MF **A01**

DL-21-06-81-08
Economic Status of Male Hispanic Migrants and Natives in the U.S.: A Human Capital Approach,
California Univ., Santa Barbara. Community and Organization Research Inst.
G. J. Borjas. 1981, 104p

This research presents a theoretical and empirical analysis of the economic status of Hispanic natives and immigrants in the United States labor market. The empirical findings include results on the heterogeneity of the Hispanic population, the earnings growth of Hispanic immigrants, the labor supply behavior of Hispanic men, and the impact of Hispanics in the labor market. The empirical analysis is based on the survey of Income and Education.

Keywords: **Ethnic groups, Earnings,** Economic analysis, Education, Males, Discrimination, Spanish speaking Americans, Labor market, Immigrants.

PB83-157958/XCB PC **A06**/MF **A01**

DL-21-09-78-49
Casual Models of Stability and Change in Women's Work Relevant Attitudes and Employment Behavior. Final rept.,
Connecticut Univ., Storrs. Dept. of Sociology.
M. M. Ferree. Aug 79, 63p DLETA-21-09-78-49-1

The research investigates the extent of true change, apart from measurement error, in mature women's normative attitudes about employment and the relationship between such attitudes and the individual's own employment. Attitudes were found to change substantially in the period 1967-1972. Although attitudes in 1967 are related to prior employment, attitude change was not related to the extent of previous work experience or to work status at the start of the period (1967) but was related to the extent of employment in the intervening years. Attitudes themselves were also found to exert a considerable influence on the extent of subsequent employment. Even among mature women, therefore, both favorable attitudes and actual employment seem to have mutually reinforcing effects upon each other.

Keywords: **Attitude surveys, Females,** Employment, Behavior, Family relations, Requirements, Marriage, Labor force participation.

PB80-107147/XCB PC **A04**/MF **A01**

DL-21-10-77-33
Labor Market Success Model of Young Male Hispanic Americans. Final rept.,
Latin American Community Center, Wilmington, Del.
P. Seidenstat. Apr 78, 109p DL-21-10-77-33-1

The study develops a labor market success model of young male inner-city Hispanics and examines several variables influencing labor market success. A sample of inner-city Puerto Ricans who attended the eighth grade in two schools in Wilmington, Delaware in the 1966-1971 period was chosen and interviewed. Small control groups of blacks and whites were used also. Two multiple regression models of success are developed, one uses highest wage and the other uses the wage adjusted for job stability and type of job as dependent variables. The significant major determinants of success are years of school, number of children, and race. Attitude toward work, extent of career planning, and years lived in Puerto Rico also can influence success.

Keywords: **Ethnic groups, Youths, Economic models**, Salaries, Education, Career development, Attitudes, Delaware, Labor market, Spanish Americans.

PB-284 498/3/XCB PC **A06**/**MF A01**

DL-21-11-76-06
Large-Scale Federal Construction Projects and the Rural Employment and Economic Development Process. Recommendations for Public Policy. Final rept. 1 Feb 78-31 Jan 80,
National Rural Center, Washington, DC.
T. E. Till. 31 Jan 80, 56p DLMA-21-11-76-06-2

The report presents policy recommendations resulting from a four-year demonstration to help rural minorities and poor people obtain high-paying construction jobs on large, federally-financed projects in their areas. Special outreach efforts, training in construction craft skills by the unions, and affirmative action monitoring were employed on six case-study sites in the Southeast and Southwest. The report also contains recommendations for furthering local economic development by increasing the number of jobs induced by the project, and strengthening employment linkages to local disadvantaged people. The recommendations relate to the employment and development programs of many federal, state and local agencies, as well as community development groups.

Keywords: **Manpower utilization, Construction industry**, Employment, Rural areas, Government policies, Minority groups, Labor unions, Placement, Regional planning, Recruiting, Specialized training.

PB80-137433/XCB PC **A04/MF A01**

DL-21-11-76-06
Citizen Groups and Rural Jobs, An Information Handbook. Rural Employment Outreach Project.
Final rept. 1 Feb 78-31 Jan 80,
National Rural Center, Washington, DC.
M. J. Scurlock, and K. Johnson. 31 Jan 80, 58p DLMA-21-11-76-06-4

The handbook describes the activity and research inferences of a four year experimental and demonstration project designed to increase the number of local, minority, and/or disadvantaged persons employed on government financed construction projects in rural areas. Project activities centered on six rural Southern sites, where the National Rural Center acted as a facilitator, disseminator of information, and monitor of the implementation of affirmative action programs for the recruitment and training for employment of minority, female, and/or economically disadvantaged persons.

Keywords: **Minority groups, Personnel selection, Employment, Rural areas, Citizen participation,** Projects, Public works, Organizations, Manpower utilization, Construction industry, Industrial training, Social services, Disadvantaged groups, Handbooks, Job development, Affirmative action.

PB80-137771/XCB PC **A04/MF A01**

DL-21-11-76-06
Rural Jobs from Rural Public Works, A Report of Research Findings. Rural Employment Outreach Project. Final rept. 1 Feb 78-31 Jan 80,
National Rural Center, Washington, DC.
C. D. Toews, C. Avila, K. Baker, W. Davis, and M. Lovelace. 31 Jan 80, 212p DLMA-21-11-76-06-4-1

The report describes the research inferences of a four-year experimental and demonstration project designed to increase the number of local, minority and/or economically disadvantaged persons employed on federally-financed construction projects in rural areas. Activities centered on six rural construction projects: the Tennessee-Tombigbee Waterway Project in Alabama and Mississippi, and Red River Waterway Project in Louisiana, the Ouachita-Black Waterway Project in Arkansas and Louisiana, the Richard B. Russell Dam Project in Georgia and South Carolina, and the Choke Canyon Dam in Texas. The report examines the effectiveness of rural afirmative action policies and recruitmet and training programs for the employment of minority, female, and/or economically disadvantaged persons living near the six rural construction projects.

Keywords: **Minority groups, Employment, Public works, Rural areas, Job development,** Economic models, Contract administration, Projects, Manpower utilization, Construction industry, Industrial training, Disadvantaged groups, Federal assistance programs, Labor unions, Females, Personnel selection, Affirmative action, Occupational surveys, Industrial structure.

PB80-137896/XCB PC **A10/MF A01**

DL-21-11-76-06
Rural Jobs from Rural Public Works: A Rural Employment Outreach Experimental and Demonstration Project, Phase I. Report for 1 Feb 76-31 Jan 77,
National Rural Center, Washington, D.C.
L. Godwin, C. Toews, K. Baker, and J. Cornman. 31 Jan 77, 106p

This report describes the activities and findings of the first year of a demonstration and experimental project designed to increase the number of local poor people hired on federally-funded construction projects in rural areas. First year's activities focused on the Tennessee-Tombigbee Waterway Project being built by the Corps of Engineers through rural areas in Alabama and Mississippi and divided into two general sections: program development and baseline data. The results of program development efforts included development and imposition of a precedent setting affirmative action plan on the Waterway project and the launching of an outreach employment program. The results of baseline data efforts stemmed from a labor market impact study of the McClellan-Kerr Arkansas River Navigation System.

Keywords: **Disadvantaged groups, Employment,** Construction industry, Manpower utilization, Placement, Labor unions, Minority groups, Negroes, Recruiting, Rural areas, Unemployment.

See also report dated 31 Jan 78, PB-283 094.

PB-283 093/3/XCB PC **A06/MF A01**

DL-21-11-76-06
Rural Jobs from Rural Public Works: A Rural Employment Outreach Experimental and Demonstration Project - Phase Two. Report for 1 Feb 77-31 Jan 78,
National Rural Center, Washington, D.C.
C. Toews, K. Johnson, K. Baker, T. Till, and W. Davis.
31 Jan 78, 119p DLMA-21-11-76-06-2

This report describes the continued activities and research inferences of the second year of an experimental and demonstration project designed to increase the number of local, minority and/or economically disadvantaged persons employed on federally-financed construction projects in rural areas. Second year activities centered on the Tennessee-Tombigbee Waterway Project in Alabama and Mississippi, the Red River Waterway Project in Louisiana, the Ouachita-Black River Waterway Project in Arkansas and Louisiana, the Richard B. Russell Dam Project in Georgia and South Carolina, and the Choke Canyon Dam in Texas. Affirmative action programs were established for each area and actions for the implementation of programs for the recruitment and training for employment of minority and/or economically disadvantaged persons were instituted. Research into the efficacy of special training programs implemented for construction employment on the Water-way was performed.

Keywords: **Disadvantaged groups, Employment,** Construction industry, Manpower utilization, Placement, Labor unions, Minority groups, Negroes, Recruiting, Rural areas, Unemployment.

See also report on Phase 1 dated 31 Jan 77, PB-283 093.

PB-283 094/1/XCB PC **A06/MF A01**

DL-21-11-76-06
Rural Jobs from Rural Public Works: A Rural Employment Outreach Experimental and Demonstration Project, Phase Three. Interim rept., for 1 Feb 78-31 Jan 79,
National Rural Center, Washington, DC.
C. Toews, K. Johnson, K. Baker, W. Davis, and P. Waugh. 31 Jan 79, 84p DLMA-21-11-76-06-3

The report describes the continued activities and research inferences of the third year of an experimental and demonstration project designed to increase the number of local, minority and/or economically disadvantaged persons employed on federally-financed construction projects in rural areas. Third year activities centered on the Tennessee-Tombigbee Waterway Project in Alabama and Mississippi, the Red River Waterway Project in Louisiana, the Ouachita-Black River Waterway Project in Arkansas and Louisiana, the Richard B. Russell Dam Project in Georgia and South Carolina, and the Choke Canyon Dam in Texas. The National Rural Center continued to monitor the implementation of affirmative action programs for the recruitment and training for employment of minority, female, and/or economically disadvantaged persons. New training programs were instituted, and research continued into the efficacy of previous special training programs established in project areas.

Keywords: **Employment, Rural areas, Public works, Disadvantaged groups,** Minority groups, Construction industry, Females, Specialized training, Industrial training, Government policies, Recruiting, Placement, Manpower utilization, Project management, Apprenticeship, Skilled workers, Federal assistance programs.

See also report on Phase 2 dated 31 Jan 78, PB-283 094.

PB-296 245/4/XCB PC **A05/MF A01**

DL-21-11-76-19
Employee Incentives for Local Offices of the Employment Service: Prospects and Problems. Final rept.,
Urban Inst., Washington, D.C.
J. M. Greiner, and V. B. Wright. Dec 77, 138p 3614-01, DLMA-21-11-76-19-1

Several types of employee productivity incentives potentially applicable to local offices of the Employment Service (ES) are described, and recent incentive efforts by state ES agencies are reviewed. Potential barriers to the use of local office incentives arising from legal constraints, state civil service and personnel system rules and policies, and public employee organizations are assessed, as are the attitudes towards incentives of ES personnel at the national, state, and local office levels. Technical barriers to the use of local office incentives are also examined, including the grouping of employees for incentive purposes, performance criteria, the choice of rewards, equity considerations, and costs. Conclusions are provided regarding the feasibility and desirability of local office incentive plans, and recommendations are made for future research, including suggestions regarding the implementation and evaluation of pilot tests. The study draws on interviews with a variety of federal, state, and local office ES officials and staff. Nine states participated in the study: on-site interviews were conducted in six, and three more commented by mail.

Keywords: **Incentives, Government employees,** Attitude surveys, Job satisfaction, Motivation, Performance evaluation, Productivity, Labor unions, Barriers, Surveys, Employment Service.

PB-284 787/9/XCB PC **A07/MF A01**

DL-21-11-77-07
CETA: Manpower Programs Under Local Control. Final rept.,
National Research Council, Washington, DC. Committee on Evaluation of Employment and Training Programs.
W. Mirengoff, and L. Rindler. 1978, 345p* ISBN-0-309-02792-6, DL-21-11-77-07-1

The report assesses the structural and programmatic impact of CETA. The study monitored the implementation and operation of manpower programs under local control, and discusses the differences between CETA programming and programs under MDTA. Information for the study was obtained from 28 prime sponsors, the designated units of government responsible for CETA programs. In each of the 28 sites, resident researchers interviewed key officials, as well as other knowledgeable persons. The information is supplemented by data from the Department of Labor and other sources within the Department's reporting system.

Keywords: **Federal assistance programs, Local government, Manpower, Management, Comprehensive Employment and Training Act of 1973,** Evaluation, Personnel development, Education, Employment, Project control, Resource allocation, National government, Government policies, Disadvantaged groups, Financing, Planning, Program effectiveness, Administrative agencies, Delivery systems.

Library of Congress Catalog Card no. 78-71041.

PB-290 167/6/XCB PC **A15**/MF **A01**

DL-21-11-77-09
Women in the Labor Force in 1990. Final rept.,
Urban Inst., Washington, DC.
R. E. Smith. Oct 78, 217p DLETA-21-11-77-09-1

This study considers what can be done to improve the accuracy and usefulness of the official projections of the female labor force and provides new projections for the year 1990. It is recommended that participation rate projections be made for detailed age-marital-family status groups; that trend extrapolations normally not be tapered; and that a moderate range be reported, reflecting the sensitivity of the estimates to the key assumptions underlying them. New projections, based on a 13-year estimation period, call for about 52 million women to be in the labor force in 1990, with growth concentrated within the 25-54 age group and the largest increases expected for mothers of young children. The implications of these projections for macroeconomic policies, activities to improve the treatment of women in the labor market, and institutions that were developed under the assumption that husbands would be the sole breadwinners are examined. Special attention is focused on the implications of a sharp rise in the number of working mothers for child care policy.

Keywords: **Employment, Females,** Projections, Forecasting, Attitudes, Children, Policies, Unemployment, Labor force.

See also report dated 1977, PB-284 015.

PB-287 497/2/XCB PC **A10**/MF **A01**

DL-21-11-77-13
Feasibility of Awarding Postsecondary Educational Credit for Apprenticeship Programs. Final research rept.,
American Council on Education, Washington, D.C. Office on Educational Credit.
J. W. Kain. 20 Jan 78, 94p 101, DLMA-21-11-77-13-4

The feasibility study resulted in the evaluation and recommendation of from nine to 48 semester credits at the certificate-associate and baccalaureate-degree levels for local apprenticeship and training programs in eight trades. A procedure is recommended for future use--a random-sampling application of the model used in this study--which could lead to the establishment of national credit recommendations. Such an approach is needed if credit recommendations for a given registered program are to be widely accepted by colleges and universities across the nation. Three additional recommendations are presented for further action that can be taken by DOL to achieve national recommendations.

Keywords: **Apprenticeship, Students, Credit,** Education, Learning, Management training, Performance evaluation, Specialized training, Supervision, Universities, Skilled workers, Surveys.

PB-284 463/7/XCB PC **A05**/MF **A01**

DL-21-11-77-15
Establishing a Continuous Training/Employment Referral and Support System for Dropouts: Report On a Planning Effort,
Bureau of Social Science Research, Inc., Washington, DC.
L. M. Sharp, and A. Richardson. Dec 77, 105p BSSR-0005-20, DLETA-21-11-77-15-1

This report describes a comprehensive planning effort aimed at developing a new approach for dealing with a major manpower and community problem--the situation of young high school dropouts. The report contains a literature review, an inventory of existing programmatic opportunities available to dropouts in Baltimore, and data from a survey of dropouts.

Keywords: **Youths, Vocational guidance, Dropouts,** Education, Specialized training, Schools, Counseling, Employment, Unemployment, Vocational education, Community relations, Manpower utilization, Maryland, Baltimore(Maryland).

PB-284 363/9/XCB PC **A06**/MF **A01**

DL-21-11-77-16
Crime and Employment Issues. A Collection of Policy Relevant Monographs,
Washington Coll. of Law., D.C. Employment and Crime Project.
S. Austin, R. Benjamin, K. Coffey, E. Dunbar, and G. Funke. Jun 78, 180p* DLMA-21-11-77-16-3

The authors examine the emergence of employment and crime problems and suggest solutions in the community, the schools, in prison, the armed forces, and with the public at large. Socio-economic and research concerns are treated in provocative detail and recommendations are made for federal and state initiatives and far reaching implications. A selected bibliography is included for further information and study. This volume has practical implications for the professional in Employment and Training activities, Law Enforcement, Corrections, Planning and Research as well as providing timely reading to the student in the social sciences and law.

Keywords: **Criminal justice, Employment,** Policies, Juvenile delinquency, Crimes, Offenders, Correctional institutions, Specialized training, Motivation, Youths, Armed Forces(United States).

PB-281 531/4/XCB PC **A09**/MF **A01**

DL-21-11-77-16
Target: Jobs. Resource rept.,
Washington Coll. of Law, D.C. Employment and Crime Project.
B. Kajdan, and W. Alexander. Apr 78, 40p DL-21-11-77-16-3

The report covers descriptive program information on 26 metropolitan agencies for general information, client eligibility, intake procedures, follow-up, funding and staff levels. In addition, it updates CETA eligibility criteria and provides ready reference for related activities.

Keywords: **Employment, Program effectiveness,** Rehabilitation, Placement, Counseling, Vocational guidance, Ex-offenders, Specialized training, District of Columbia.

PB-283 672/4/XCB PC **A03**/MF **A01**

DL-21-11-77-16
Research Data Analysis and Program Recommendations. Final rept.,
Washington Coll. of Law, D.C. Employment and Crime Project.
F. Lazerow, W. Alexander, N. Alper, and L. Leiberg.
Jun 78, 130p DLMA-21-11-77-16-4

Research results and recommendations are reviewed, and highlight project involvement with April 1977 arrestees in the District of Columbia processed by the D.C. Bail Agency and divided into employed/unemployed groups. Major findings and policy relevant issues are treated in detail. Socio demographic variances and work related reasons for acquisitive or predatory offenses are illustrated by Exhibits and Tables and offense data compared with pretrial offender information in D.C. Appendices provide clear methodological approach overview and interview survey forms used.

Keywords: **Employment, Offenders,** Crimes, Earnings, Education, Policies, Bail bonds.

PB-283 720/1/XCB PC **A07**/MF **A01**

DL-21-11-77-35
Codebook for Current Population Survey Augmented with DOT Characteristics (April 1971),
National Research Council, Washington, DC.
P. A. Roos, and J. Price. Dec 80, 139p* NRC/DF-81/002A

The Committee on Occupational Classification and Analysis of the National Academy of Sciences was funded jointly by the Department of Labor and the Equal Employment Opportunity Commission to investigate the Dictionary of Occupational Titles (DOL) and systems of evaluating job worth (EEOC). In the course of its investigations, the Committee acquired the present computer file, which contains both a selection of labor force variables from the 1971 Current Population Survey and information on occupational characteristics from the Dictionary of Occupational Titles for 60,441 workers in the U.S. Experienced Civilian Labor Force. A variable is available so that the sample can be weighted to approximate the entire U.S. Experienced Civilian Labor Force. Members of the Committee staff compiled the codebook.

Keywords: **Classifications, Dictionaries, Job analysis, Demographic surveys, Occupations,** Employment, Manpower utilization, Descriptions, Definitions, Coding, Jobs.

For system on magnetic tape, see PB81-162638.

PB81-162646/XCB PC **A07**/MF **A01**

DL-21-11-77-35
Codebook for Dictionary of Occupational Titles (DOT) (Fourth Edition) Scores for 1970 Census Categories,
National Research Council, Washington, DC.
P. A. Roos, and J. Price. Dec 80, 54p* NRC/DF-81/001A

The file contains 145 variables each read in with a F13.3 format. This codebook identifies the necessary coding for using the file.

Keywords: **Job analysis, Classifications, Occupations,** Dictionaries, Descriptions, Definitions, Manpower utilization, Skilled workers, Characteristics, Census, Coding, Jobs.

For system on magnetic tape, see PB81-162653.

PB81-162661/XCB PC **A04**/MF **A01**

DL-21-11-78-25
Analysis of the Competency-Based High School Diploma Program for CETA Clients. Report I. Structural and Programmatic Features of the Pilot Project as Model.
National Foundation for the Improvement of Education, Washington, DC.
S. H. McMillan. 1 Mar 79, 94p NFIE-01, DLETA-21-11-78-25-1

The paper is the first in a series of six descriptive analyses of the University of Texas pilot program to demonstrate the utility of the Competency-Based High School Diploma for CETA clients. This report describes structural and programmatic features both common and unique to each of six pilot sites: Abilene, Brownsville, El Paso, Houston, and Temple. The features which are described both for commonality and for uniqueness among sites include: roles and functions of individuals, organizations, and agencies involved; initiation of effort; cost considerations; Adult Performance Level (APL) materials and the CBHSD process; and problems. Preliminary recommendations are made from the analyses.

Keywords: **Youths, Characteristics,** Disadvantaged groups, Education, Attitudes, Employment, Unemployment, Ethnic groups, Incentives, Personnel development, Placement, Motivation, Vocational guidance, Comprehensive Employment and Training Act of 1973.

PB81-132144/XCB PC **A05**/MF **A01**

DL-21-11-78-25
Analysis of the Competency-Based High School Diploma Program for CETA Clients. Report II. Student/Client Participation. Final rept.,
National Foundation for the Improvement of Education, Washington, DC.
S. H. McMillan. Jul 80, 40p NFIE-02, DLETA-21-11-78-25-2

The paper is the second in a series of six descriptive analyses. Its focus is the 238 students/clients who participated in the Competency-Based High School Diploma (CBHSD) program for CETA clients at six sites in Texas: Abilene, Austin, Brownsville, El Paso, Houston, and Temple. The following topics are covered: the population served, enrollment procedures, counseling, instruction, work and/or skill training, and problems. The first section covers the ethnic composition, age, education level and the expectations and goals of candidates. The intake and referral functions carried out by CETA personnel during the enrollment process, and counseling functions of both CETA and APL staff during the project are discussed. Academic coursework in the five knowledge areas is detailed, along with work and/or skill training. Finally, the problems section discusses various issues related to effectively coordinating activities of CETA and CBHSD personnel, operating the APL curriculum and CBHSD process, and serving student/client interests.

Keywords: **Youths, Characteristics, Education,** Attitude surveys, Ethnic groups, Incentives, Motivation, Training devices, Students, Learning, Vocational guidance, Comprehensive Employment and Training Act of 1973.

Prepared in cooperation with Marija Futchs Fine.

PB81-132359/XCB PC **A03**/MF **A01**

DL-21-11-78-25
Analysis of the Competency-Based High School Diploma Program for CETA Clients. Report III. Student/Client Completion Results.
National Foundation for the Improvement of Education, Washington, DC.
S. H. McMillan. Jul 80, 40p NFIE-03, DLETA-21-11-78-25-3

The report is the third in a series of six descriptive analyses that make up the final report of the Competency-Based High School Diploma (CBHSD) program for CETA clients from 1977-80. This analytical report shows the nature and effect of student/client completion results. Follow-up methodology is outlined and features both common and unique to the sites are described. The following points are detailed: a description of the data collection process during the follow-up period, premature terminations, and student/client completions. Discussion focuses on the data sources drawn upon: initial interviews, follow-up of dropouts and completions alike, along with problems with data gathering by project administrators. The section on premature terminations distinguishes the characteristics between dropouts and candidates leaving for other reasons. A review of the student/client completions includes overall statistics, length of stay for participants, a record of what program components were completed by them, employment status of graduates, plans for further education, and their judgement of CBHSD results.

Keywords: **Youths, Characteristics, Education,** Attitudes, Employment, Incentives, Motivation, Students, Unemployment, Specialized training, Manpower utilization, Comprehensive Employment and Training Act of 1973.

Prepared in cooperation with Marija Futchs Fine.

PB81-132367/XCB PC **A03**/MF **A01**

DL-21-11-78-25
Analysis of the Competency-Based High School Diploma Program for CETA Clients. Report IV. Employer Report: Follow-Up. Final rept.,
National Foundation for the Improvement of Education, Washington, DC.
S. H. McMillan. Aug 80, 13p NFIE-04, DLETA-21-11-78-24-4

The report is the fourth in a series of six descriptive analyses that constitute the final report of the Competency-Based High School Diploma (CBHSD) program for CETA clients from 1977-80. This paper discusses the extent of and circumstances surrounding the kind of follow-up made of employers who hired graduates of the program. The scope of topics ranges from the overall statistics gathered, to the restraints imposed on employers by the Privacy Act in giving information on hired graduates, and finally to the types of employers who provided jobs for 37 of the graduates and a number of the dropouts. In particular, some detail is provided on the follow-up process conducted by local prime sponsors, and there is a description of the kinds of information being sought: e.g., salary increases, promotions, an employer's opinion of the kinds of workers these pilot project participants were in relation to other employees, to name but a few.

Keywords: **Youths, Characteristics, Employment,** Earnings, Job satisfaction, Manpower utilization, Placement, Salary surveys, Supervisors, Comprehensive Employment and Training Act of 1973.

Prepared in cooperation with Marija Futchs Fine.

PB81-132375/XCB PC **A02**/MF **A01**

DL-21-11-78-25
Analysis of the Competency-Based High School Diploma Program for CETA Clients. Report V. Comparative Studies. Final rept.,
National Foundation for the Improvement of Education, Washington, DC.
S. H. McMillan. Aug 80, 40p NFIE-05, DLETA-21-11-78-25-5

The report is the fifth in a series of six that present descriptive analyses of the Competency-Based High School Diploma (CBHSD) program for CETA clients from 1977-1980, a pilot project which grew out of the University of Texas Adult Performance Level (APL) Project and which was funded by the Department of Labor. The pilot project included six Texas sites: Abilene, Austin, Brownsville, El Paso, Houston, and Temple. A total of 238 students/clients were served. This report explores the issues contained within the recommendations made by NFIE after its review of the major project outcomes described in Report I. These recommendations also address the four questions on program outcomes posed in the grant, which have been key factors affecting the success of other Competency-Based Adult Education (CBAE) programs as well. Data for these comparative studies are drawn from 30 sources reviewed in a selective literature search, as well as from the five other papers making up the final report of the CBHSD/CETA pilot project. Issues discussed are: (1) development of materials for adults in Vocational English as a Second Language; (2) CETA-education collaboration; and (3) comparisons of the General Education Development (GED) to the work toward a high school diploma. Each discussion covers a review of the pilot project experience, recent findings in the literature, and future directions.

Keywords: **Education, Adults,** Youths, Ethnic groups, Employment, Specialized training, Instructional materials, Learning, Languages, Motivation, Incentives, Comprehensive Employment and Training Act of 1973.

Prepared in cooperation with Marija Futchs Fine.

PB81-132383/XCB PC **A03**/MF **A01**

DL-21-11-78-25
Analysis of the Competency-Based High School Diploma Program for CETA Clients. Report VI. Final Adjustments to Reports I - V. Final rept.,
National Foundation for the Improvement of Education, Washington, DC.
S. H. McMillan. Sep 80, 16p NFIE-06, DLETA-21-11-78-25-6

The report is the last in a series of six descriptive analyses of the Competency-Based High School Diploma (CBHSD) program for CETA clients, conducted by the University of Texas (UT) from 1977-80. The first addendum is a discussion of the structural and programmatic elements of the sixth site, Austin. Unlike the other five sites, it was separate from the UT project staff of the DOL grant, operating instead through a contracted agreement between SER-Jobs for Progress, Inc., and CETA. Austin produced CBHSD/CETA graduates after the first NFIE report on the pilot project had been submitted (March 1979). The second adjustment is the synthesis of findings from (1) all final reports of the pilot project, and (2) a selective review of the literature conducted in August 1980. Issues include: (1) Vocational English as a Second Language (VESL) materials for adults, (2) CETA-Education collaboration, and (3) a comparison of CBHSD and the General Equivalency Development (GED).

Keywords: **Youths, Education,** Employment, Adults, Apprenticeship, Manpower utilization, Placement. Productivity, Specialized training, Vocational guidance, Comprehensive Employment and Training Act of 1973.

Prepared in cooperation with Marija Futchs Fine.

PB81-132391/XCB PC **A02**/MF **A01**

DL-21-11-78-28
Women's Changing Roles at Home and on the Job. Special rept.
National Commission for Manpower Policy, Washington, DC.
Sep 78, 324p* SR-26, NCMP/ET/SR-78/26, DLMA-21-11-78-28-1

The report contains the proceedings of a conference held under the joint sponsorship of the National Commission on Manpower Policy and the US Dept. of Labor. The conference focussed on the changing roles of women at home and on the job.

Keywords: **Females, Roles(Behavior), Meetings,** Employment, Minority groups, Earings, Attitudes, Trends, Marriage, Children, Labor force participation.

PB-294 987/3/XCB PC **A14**/MF **A01**

DL-21-11-78-36
Employee Productivity Incentives for Local Offices of the Employment Service: The Experiences of Kansas and New Jersey. Part 1. Incentive Design, Implementation, and Operational Outcomes. Final rept.,
Urban Inst., Washington, DC.
J. M. Greiner, and A. P. Millar. 13 May 83, 219p 1253-01, DLETA-21-11-78-36-1

This study tested whether the provision of cash productivity incentives for local offices of the Employment Service (ES) could improve the performance of local office personnel without reducing overall employee job satisfaction. The Urban Institute worked with ES agencies in Kansas and New Jersey to develop, test, and evaluate group incentive plans for ES local offices in those states. The incentive plans were developed with extensive participation by local office management and staff through the use of Employee Advisory Committees composed of local office representatives. Each incentive plan utilized a mathematical formula to evaluate the performance of each incentive group (e.g. a local office plus any satellites) after every six-month incentive period. Each 'formula' employed objective, quantitative performance criteria with heavy emphasis on placement productivity. All members of the highest-ranking offices after a given incentive period received bonuses. The plans were tested for 18 months. This report gives the background of the study and describes the nature of the participating agencies, the incentive design process (including approaches for resolving design issues and specifying performance targets for incentive purposes), the implementation and operation of the plans, and the results of the trials--winners, losers, and the factors that influenced them.

Keywords: **Productivity, Government employees,** Incentives, Motivation, Job satisfaction, State government, Placement, Performance evaluation, Surveys, Civil service.

See also PB83-239707.

PB83-239699/XCB PC **A10**/MF **A01**

DL-21-11-80-13
Government Records: What They Tell Us About the Role of Illegal Immigrants in the Labor Market and in Income Transfer Programs,
New TransCentury Foundation, Washington, DC.
D. S. North, and J. R. Wagner. Apr 81, 83p

It has become obvious that illegal immigrants are making substantial impacts on U.S. society, its population, its economy, and particularly on its labor market; and, while it is clear that the impacts are occuring, no consensus has been reached about the nature of those impacts nor what to do about them. It is important to try to secure incremental data from whatever sources are available on the numbers, roles, and activities of illegal migrants.

Keywords: **Population migrations, Illegal aliens,** Social security, Taxes, Employment, Salaries, Unemployment, Unemployment insurance.

PB81-216814/XCB PC **A05**/MF **A01**

DL-21-11-80-15
Emeritus Teachers Project: Recommendations. Final rept. Apr 80-30 Sep 81,
Associates for Renewal in Education, Inc., Washington, DC.
K. Williams, M. W. Carey, M. A. Hortense, and M. Fitzgerald. 30 Sep 81, 25p DLMA-21-11-80-15

This report highlights the utilization of retired teacher volunteers as valuable resources for tutoring under achieving elementary school students. It also points up the additional opportunity retired teachers and other retired educators now have to continue their life's work in a meaningful and useful manner. The Emeritus Teacher Project focuses directly on these two aspects of the program -- as tutors and as part of the labor force.

Keywords: **Instructors, Children,** Education, Elderly persons, Retirement, Job satisfaction, Learning, Consultants, Volunteers, Tutors, Labor force participation.

PB83-139360/XCB PC **A02**/MF **A01**

DL-21-11-81-02
Determinants and Wage Effects of Occupational Segregation,
Urban Inst., Washington, DC.
J. A. O'Neill. 29 Mar 83, 104p DLETA-21-11-81-02-1

This study analyzes data from the March 1980 Current Population Survey (CPS) and male and female panels of the National Longitudinal Surveys (NLS) (aged 24 to 34 in 1976 and 1978 respectively). The study examined the following two issues: (1) What underlying factors can explain the difference in male and female occupational distributions and (2) What is the net effect on earnings of being in a disproportionately female occupation, i.e., controlling for other factors known to affect earnings.

Keywords: **Employment, Males, Females,** Salaries, Comparison, Surveys, Education, Characteristics, Earnings.

PB83-220665/XCB PC **A06**/MF **A01**

DL-21-11-81-11
Labor Markets and Stagflation. Final rept. Oct 81-Jan 82,
Urban Inst., Washington, DC.
I. V. Sawhill, and J. Vanski. 1982, 152p DELETA-21-11-81-11

The purpose of this report is to review some of the evidence on the ability of various policies to reduce unemployment and inflation. This review should help to identify the most promising types of policy interventions as well as the additional research needed to reduce the policy uncertainties. In each case the study approaches these questions from a particular perspective--that of the labor market.

Keywords: **Inflation, Unemployment, Labor market,** Employment, Prices, Economic conditions, Productivity, Fiscal policies, Government policies, Income, Cost indexes, Wages, Price index, Monetary policy.

PB83-130096/XCB PC **A08**/MF **A01**

DL-21-11-82-12
Distribution of the Income Loss Occasioned by Recession: A National Income Accounting Framework. Final rept.,
CEC Associates, Washington, DC.
C. Slater, D. Levine, and T. Kraseman. Feb 84, 97p DLETA-21-11-82-12

The report presents the distribution of income loss occasioned by 1970-71, 1974-75, and 1980-82 recessions between profits and employee compensation; distribution of employee compensation loss among unemployment, slower labor force growth, shorter work hours, and slower real wage gains. It uses special Current Population Survey tabulations to estimate 1982 earnings loss due to recession by age, sex, race, Hispanic origin, industry, occupation, family status, separates impact on profits of higher interest costs from impact of recession-caused output reductions.

Keywords: **Income, Recession(Economics),** Distribution, Employment, Economic analysis.

PB85-151272/XCB PC **A05**/MF **A01**

DL-21-11-82-12
Distribution of the Income Loss Occasioned by Recession: A National Income Accounting Framework. Final rept. 1970-82,
CEC Associates, Washington, DC.
C. Slater, D. Levine, and T. Kraseman. Feb 84, 97p DLETA-21-11-82-12

This report compares data on actual income from various sources with theoretical income potential to estimate distribution of income loss occasioned by recessions in 1970, 1973-1975 and 1980-1982. The major sources of income studies are employee compensation and profits. Part I presents a comprehensive overview of the impact of recession on National Income and its major components. The relative employee compensation gap tended to increase from the recession of 1973-1975 to the recession of 1980-1982 due to the increase in interest income. Part II explores the impact of recession on labor force participation and in particular the impact on various age, sex and ethnic groups in a variety of occupations and locations.

Keywords: **Economic conditions, Income,** Employment, Unemployment, Economic analysis, Salaries, Labor force participation.

PB85-164861/XCB PC **A05**/MF **A01**

DL-21-11-787-36
Employee Productivity Incentives for Local Offices of the Employment Service: The Experiences of Kansas and New Jersey. Part 2. Impacts on Productivity, Job Satisfaction, and Employee Attitudes. Final rept.,
Urban Inst., Washington, DC.
J. M. Greiner, and A. P. Millar. 13 May 83, 368p 1253-02, DLETA-21-11-78-36-2

The Urban Institute worked with Employment Service (ES) agencies in Kansas and New Jersey to test whether the provision of cash incentives for ES local offices could improve productivity without reducing employee job satisfaction. Members of the highest-ranking offices after a given six-month incentive period received bonuses of up to $400 per person in New Jersey ($250 in Kansas). An extensive 'before vs. after' evaluation was conducted. This report describes that evaluation and examines the results.

Keywords: **Productivity, Government employees,** Incentives, Motivation, Job satisfaction, State government, Placement, Performance evaluation, Surveys, Civil service, New Jersey, Kansas, Attitudes.

See also PB83-239699.

PB83-239707/XCB PC **A16**/MF **A01**

DL-21-12-77-24
Discrimination Against Hispanic Americans in the Florida Labor Force: With Special Consideration to the Role of Education. Final rept.,
Florida State Univ., Tallahassee.
R. H. P. Kraft, and R. A. Lindahl. Jul 78, 192p

This study examined the effects of education, vocational training, labor force experience, marital status, urban/rural residence, and the number of hours worked per year on the earnings and occupation of Hispanic Americans in Florida. A variety of descriptive and inferential statistical techniques were employed to analyze the 1970 Public Use Sample and the 1976 Annual Demographic File. Both black and white, non-Hispanic American groups were examined to provide comparison data.

Keywords: **Minority groups, Discrimination, Employment,** Ethnic groups, Education, Vocational education, Florida, Urban areas, Rural areas, Socioeconomic status, Earnings.

PB-285 820/7/XCB PC **A09**/MF **A01**

DL-21-12-78-02
Comprehensive Review and Evaluation of the Unmet Needs of Spanish Americans in Broward County, Florida. Final rept. 27 Dec 77-27 Dec 78,
Broward Employment and Training Administration, Fort Lauderdale, FL.
J. L. Solernou. 27 Dec 78, 299p DLMA-21-12-78-02-1

The study found that the Hispanic community of Broward County expressed several unmet needs, but especially needs in the areas of transportation, employment and general financial need. High unemployment rates were foundd. There is evidence suggesting that their needs will become more severe in the future. It was recommended that all agencies develop effective outreach programs for the Hispanic community and that bilingual personnel be hired. In the area of employment, special attention should be given to Hispanic youth, women, and migrants, and to Hispanics with a limited English-speaking ability. A bibliography and a comprehensive review of the literature was also provided.

Keywords: **Ethnic groups, Florida,** Requirements, Employment, Education, Bilingualism, Youths, Females, Evaluation, Unemployment, Schools, Social services, Broward County(Florida), Spanish Americans, Labor market.

PB-300 493/4/XCB PC **A13**/MF **A01**

DL-21-12-79-12
Seasonal Agricultural Labor Markets in the United States. Final rept.,
Florida Univ., Gainesville. Dept. of Food and Resource Economics.
R. D. Emerson. Mar 81, 705p*

The report is a series of papers devoted to seasonal agricultural labor markets. The titles of the papers are as follows: Introduction to the Seasonal Farm Labor Problem; Some Analytical Approaches for Human Resource Issues of Seasonal Farm Labor; Seasonality of Farm Labor Use Patterns in the United States; Migration in Farm Labor Markets; The Off-Farm Work of Hired Farmworkers; Nonimmigrant Aliens in American Agriculture; Labor Supply Uncertainty and Technology Adoption; An Intertemporal Approach to Seasonal Agricultural Labor Markets; Unstructured Labor Markets and Alternative Labor Market Forms; Occupational Structure and the Industrialization of Agriculture; The California Agricultural Labor Relations Act and National Agricultural Labor Relations Legislation; Impact of Labor Laws and Regulations on Agricultural Labor Markets; Farmworker Service and Employment Programs; Seasonal Farm Labor and U.S. Farm Policy; and a Summary. The orientation of the document is toward the consideration of policy alternatives, data needs, and research needs.

Keywords: **Employment, Seasonal variations, Labor market, Agricultural workers, Farm workers,** Agriculture, Population migration, Regulations, Minority groups, Labor relations, Industrial relations, Occupational mobility, Farm management, Government policies, Manpower, Job analysis, Labor unions, Migrant workers.

PB82-231705/XCB PC **A99**/MF **A01**

DL-21-13-82-13
Impact of Office Automation on Office Workers. Volume 1. Executive Summary. Final rept. 1983-2000,
Georgia Inst. of Tech., Atlanta.
R. M. Mason, A. L. Porter, F. A. Rossini, A. P. Schwartz, and J. D. Roessner. c1984, 7p* DLETA-21-13-82-13-1

This summary provides a brief, non-technical description of long-term forecasts of employment outlook for clerical workers in the insurance and banking industries through the year 2000. Increased productivity from technological advances is likely to decrease demand for clerical workers, first in insurance and later in banking. Approximately 40% fewer clerical positions are forecast by the year 2000 as compared to 1980 clerical positions in these industries.

Keywords: **Economic forecasting, Employment, Automation,** Productivity, Clerical personnel, Computer application, Manpower and requirement.

See also PB85-182228.

Also available in set of 4 reports PC E99, PB85-182202.

PB85-182210/XCB PC **A02**/MF **A01**

DL-21-13-82-13
Impact of Office Automation on Office Workers. Volume 2. Technical Summary. Final rept. 1983-2000,
Georgia Inst. of Tech., Atlanta.
R. M. Mason, A. L. Porter, F. A. Rossini, A. P. Schwartz, and J. D. Roessner. c1984, 42p* DLETA-21-13-82-13-2

This summary provides a technical description of the study methods and information input used in forecasting technological, employment, industrial and other changes in the banking and insurance industries during the projected time period. The six major components used in the study were: The Technological Forecast; The Development of the Task/Function Matrix, Industry Delphi Forecast; Technology Assessment, Employment Forecast and Sensitivity Analysis :and Validation. Reduced size and cost and greater capability of information processing equipment is assumed, leading to higher individual worker productivity and reduced need for clerical personnel in these industries through 2000 AD.

Keywords: **Economic forecasting, Employment, Automation, Cost analysis,** Productivity, Clerical personnel, Computer application, Manpower and requirement.

See also PB85-182210, and PB85-182236.
Also available in set of 4 reports, PC E99, PB85-182202.

PB85-182228/XCB PC **A03**/MF **A01**

DL-21-13-82-13
Impact of Office Automation on Office Workers. Volume 3. Technical Report. Final rept. 1983-2000,
Georgia Inst. of Tech., Atlanta.
R. M. Mason, A. L. Porter, F. A. Rossini, A. P. Schwartz, and J. D. Roessner. c1984, 181p* DLETA-21-13-82-13-3

This report provides forecasts of clerical employment levels over a 15-year period in the banking and insurance industries. The forecasts project an accellerating decline in employment, due largely to increasing computer capabilities and decreasing automation costs. The forecasts differ markedly from employment outlook projections based on extrapolation of clerical employment trends. The latter project increases in clerical employment generally through the end of this century. The differences in results is due largely to the addition of technological data and informed industry opinion (Delphi questionnaire results) which indicates a trend toward technological displacement of office workers generally in the economy toward the turn of the century.

Keywords: **Economic forecasting, Employment, Automation,** Productivity, Clerical personnel, Computer application, Manpower and requirement.

See also PB85-182228, and PB85-182244.
Also available in set of 4 reports PC E99, PB85-182202.

PB85-182236/XCB PC **A09**/MF **A01**

DL-21-13-82-13
Impact of Office Automation on Office Workers. Volume 4. Appendices. Final rept.,
Georgia Inst. of Tech., Atlanta.
R. M. Mason, A. L. Porter, F. A. Rossini, A. P. Schwartz, and J. D. Roessner. c1984, 262p* DLETA-21-13-82-13-4

These appendices provide detailed descriptions of the economic trend data and survey data which were analyzed to forecast the impact of automation on office workers. Included are detailed task analyses of clerical jobs, productivity trend data on hand, data collection instruments, research results and detailed clerical work load forecasts through the year 2000, using 1980 as a base of 100%.

Keywords: **Economic forecasting, Employment, Automation,** Productivity, Surveys, Statistical data, Clerical personnel, Computer application, Manpower and requirement.

See also PB85-182236.
Also available in set of 4 reports PC E99, PB85-182202.

PB85-182244/XCB PC **A12**/MF **A01**

DL-21-14-78-41
Documentation of the Labor Market, Training, and Apprenticeship Dimensions of a Woodsworking Training Program. Final rept. Jul 78-Sep 79,
Oregon State Univ., Corvallis. Dept. of Economics.
G. W. Sorenson, P. Bible, and J. Garland. Nov 79, 223p DLETA-21-14-78-41-1

The report is documentation of a project conducted in southern Oregon intended to (1) design and test apprenticeship standards for woodsworkers; (2) conduct an on-the-job training program for new woodsworkers; and (3) prepare documentation concerning training and apprenticeship. The research provided independent assessment of the labor market demand, safety, worker turnover, industry structure, etc., characteristics of the woodsworker industry in southern Oregon.

Keywords: **Specialized training, Woodworking,** Apprenticeship, Industrial training, Safety, Employment, Minority groups, Females, Standards, Labor unions, On job training, Labor market.

PB80-147929/XCB PC **A10**/MF **A01**

DL-21-16-80-28
Productivity Effects of Worker Participation in Decision Making and Profits: Statistical Estimation from the Example of Worker-Owned Firms in Plywood Manufacturing. Final rept.,
Idaho Univ., Moscow. Center for Business Development and Research.
K. V. Berman. 7 Mar 84, 88p DLMA-21-16-80-28

Data over a 19-year period from 17 present and fcrmer worker-owned cooperative plants and 22 nonworker-owned conventional plants manufacturing softwood plywood show little significant difference between the two types of plants for individual study years in operations and performance. Multivariate production functions with pooled data for all years modeling the relationship of capital and labor inputs to output measured in physical units and in units of value added by manufacture show differences (statistically significant for physical output functions) in coefficients for long-run capacity output, indicating lower capital/labor ratios for cooperative plants. With uncorrected data, cooperative plants show lower value-added capacity output than conventional plants, offset by higher capacity utilization, so that the measure of total productivity combining both functions shows no significant difference between the two types of plants. Corrected to a comparable materials-cost basis, value-added output for cooperatives is estimated as 18% above that for conventional plants.

Keywords: **Industrial plants, Industrial relations, Plywood,** Productivity, Employment, Operations, Job satisfaction, Decision making, Manufacturing, Statistical analysis, Output, Capital, Manpower, Cooperatives.

Sponsored by Employment and Training Administration, Washington, DC. Office of Research and Development.

PB86-144797/XCB PC **A05**/MF **A01**

DL-21-17-73-48
Development of a Model System of Manpower and Economic Indicators and Forecasts for Urban Labor Market Areas. Final rept.,
Chicago Mayor's Office of Manpower, Ill.
S. C. Bernstein. Oct 76, 224p DLMA-21-17-73-48-1

This report presents a prototype system of information for manpower and economic planning and policy formulation for the city of Chicago. The principal task in developing this system focused on the establishment of a data base, including special purpose models for forecasting local labor market conditions.

Keywords: **Manpower, Requirements, Management information systems,** Information systems, Economic models, Forecasting, Policies, Urban areas, Data bases, Illinois, Employment, Labor market, Chicago(Illinois), Economic indicators.

PB-284 217/7/XCB PC **A10**/MF **A01**

DL-21-17-78-03
Differential Success Among Cuban-American and Mexican-American Immigrants: The Role of Policy and Community. Final rept.,
National Opinion Research Center, New York.
T. A. Sullivan, and S. Pedraza-Bailey. Jun 79, 276p DLMA-21-17-78-03-1

The report analyzes the Cuban-Mexican differential in labor market success as a function of the differentials between economic and political immigrants. Cubans had higher initial social class and received a comprehensive program of government services; Mexicans were economic immigrants and received few services. The report uses multiple regression models with 1970 Census Public Use Sample data to show Cuban advantage in earnings and occupational prestige even when personal characteristics are statistically controlled. There is a detailed description of U.S. policy toward Cuban refugees.

Keywords: **Ethnic groups, Employment,** Population migrations, Socioeconomic status, Mobility, Taxas, Florida, Government policies, Mexican Americans, Cubans, Immigrants.

Prepared in coopertion with Chicago Univ., IL. Dept. of Sociology.

PB-301 089/9/XCB PC **A13**/MF **A01**

DL-21-17-78-13
Industrial Employment Opportunities and the Hispanic Community: The Case of Pilsen. Final rept.,
Illinois Univ. at Chicago Circle. School of Urban Sciences.
R. Mier, R. Giloth, and D. Less. 31 Mar 79, 68p DLMA-21-17-78-13-1

The research explored the incidence of a high level of unemployment in a Mexican-American residential community located in Chicago which concurrently had industrial employment opportunities. The research analyzed the labor market linages between the industrial economy and the community to ascertain the degree to which skill deficiencies and mismatches, and racial discrimination, created barriers to employment for Mexican-Americans. By means of multiple regression and probit analyses, skill deficiencies and discrimination were found. In addition, the analysis revealed a systematic linkage between residents of Pilsen and employment opportunities in low wage industries outside of Pilsen.

Keywords: **Unemployment, Employment, Minority groups, Spanish Americans, Chicago(Illinois),** Personnel selection, Illinois, Salaries, Discrimination, Social psychology, Prejudices, Abilities, Unskilled workers, Placement, Economic analysis, Manpower utilization, Opportunities, Social organization, Industries, Ethnic groups, Labor market.

PB-299 853/2/XCB PC **A04**/MF **A01**

DL-21-17-78-50
Conditional Likelihood Models for Heterogeneity in Longitudinal (Panel) Data.
National Opinion Research Center, Chicago, IL.
N. M. Kiefer. May 80, 43p

The report develops econometric models for heterogeneity in panel data. The conditional likelihood approach, which requires few and unrestrictive assumptions about the distribution of unobservables in the population, is used. The techniques are applied to estimate an intertemporal substitution (of time) elasticity based on the NLS data. The elasticity was found to be somewhat sensitive to the estimation technique. Conditional likelihood estimates are about .05 for white males and .1 for nonwhite males. These can be interpreted as effects of a temporary wage subsidy program, preceived by workers as not strongly affecting lifetime income.

Keywords: **Manpower, Statistical analysis, Economic models, Labor supply, Heterogeneous grouping,** Economic analysis, Salaries, Regression analysis, Econometrics, Sampling, Economic elasticity, Wages.

PB80-208085/XCB PC **A03**/MF **A01**

DL-21-17-79-08
Feasibility Study for a Survey of the Employers of Undocumented Aliens. Project rept. (Final),
Illinois Univ. at Chicago Circle. Survey Research Lab.
B. R. Chiswick, and F. A. Fullam. Jun 80, 62p DELTA-21-17-79-08-1

A non-probability sample of Chicago employers was selected from the Records of Deportable Alien (I-213) to determine whether employers would participate in a survey on potentially sensitive hiring practices, e.g., undocumented aliens. The sample was stratified by the alien's ethnicity (Mexican, non-Mexican) and industry (manufacturing, restaurant, otherservice). The interviews were face-to-face, preceded by a telephone appointment. The survey instrument was indirect, with specific questions regarding hiring youths, older workers, women, and migrants, including undocumented aliens. There were 31 completed interviews, 2 ineligible firms, and 9 refusals/unavailable, for a 78 percent completion rate among eligible employers. Employer's procedures generally indicated they check applicant's legal status which they incorrectly perceived to be a legal obligation. Questions on practices suggested they knew they were hiring undocumented aliens.

Keywords: **Ethnic groups, Employment, Illegal aliens, Immigration offenses,** Migrations, Personnel selection, Surveys, Interviews, Illinois, Mexican Americans.

PB80-208879/XCB PC **A04**/MF **A01**

DL-21-17-82-10
Compensation and Productivity. Final rept. 1983-84,
National Opinion Research Center, Chicago, IL.
E. P. Lazear, and R. T. Michael. Feb 84, 241p DLETA-21-17-82-10

This report describes the development and tryout of a questionnaire designed to measure relationships between productivity and compensation. The theoretical basis for the questionnaire is provided in a discussion papers, 'Salaries and Piece Rate,' which is Appendix A of the final report. Appendix B is the questionnaire which was used in the tryout. Part I describes the issues and decision factors involved in determining whether compensation should be payment for time spent on the job, payment for measured output, or some combination of these. Parts II-V describe the sampling strategy and sampling problems, the measuring instruments, and the general results of the pilot study. Because this was a pilot study, results are tentative and the primary product of the study is the revised questionnaire and recommendations for its use.

Keywords: **Compensation, Productivity, Cost effectiveness,** Models, Questionnaires, Surveys, Job satisfaction, Economic analysis.

PB85-155901/XCB PC **A11**/MF **A01**

DL-21-20-77-26
Measuring the Earnings Impact of Labor Market Programs on Hispanic Americans. Final rept.,
Kansas Univ., Lawrence. Office of Research Administration. Kansas Dept. of Human Resources, Topeka.
D. E. Shulenburger, and C. E. Krider. Jul 78, 95p DL-21-20-77-26-1

The purpose of this report is to evaluate the effectiveness of labor market services in increasing the earnings of Hispanic Americans in Kansas. The services evaluated are those provided by the Employment Service (ES), the Balance of State CETA program (CETA), and the Work Incentive Program (WIN). While the problem of low earnings affects most individuals seeking service from such labor market programs, it is of particular relevance to the low-income workers and to Hispanic Americans in particular. Hispanic Americans, many of whom have the English language as a second language, are in particular need of labor market services in finding suitable employment and in obtaining training which would enable them to improve job skills. If labor market programs concentrate on efficiency rather than effectiveness, many Hispanic Americans will not have the opportunity to enhance their earnings ability and move to the higher levels of income which non-Hispanic workers have already obtained.

Keywords: **Ethnic groups, Earnings,** Education, Employment, Salaries, Job analysis, Program effectiveness, Kansas, Labor force, Spanish Americans, Employment Service, Work Incentive Program, Comprehensive Employment and Training Act.

Prepared in cooperation with Kansas Dept. of Human Resources.

PB-284 544/4/XCB PC **A03**/MF **A01**

DL-21-23-78-53
Earnings Mobility of Primary Earners. Final rept.,
Bowdoin Coll., Brunswick, ME.
P. Gottschalk. Jan 80, 81p

The National Longitudinal Survey was used to determine the degree of earnings mobility in the lower tail of the earnings distribution. Five cohorts (defined by age and sex) were examined. The study documents that a substantial proportion of the low earnings population was immobile. Two major policy conclusions result from this study. First, there is a demonstrated need for programs for the chronically underemployed. Earnings poverty is more than a transitory or life-cycle phenomenon. Likewise, it is a problem that affects more people than the stereotypical teenager, ex-offender or welfare mother. Second, programs should be targeted at people with histories of low earnings over more than one year. However, if long work histories are not available it is better to target programs on people with recent low earnings than to use other attributes such as race, region or educational attainment as proxies to identify the long-term earnings poor.

Keywords: **Earnings, Income, Low income groups,** Socioeconomic status, Employment, Economic surveys, Demography, Upgrading, Time series analysis, Salaries, Statistical analysis, Wages.

PB80-144389/XCB PC **A05**/MF **A01**

DL-21-24-77-11
Starting and Managing a State Labor-Management (or QWL (Quality of Working Life) or Productivity) Center. Final rept.,
Northeast Labor Management Center, Belmont, MA.
M. J. Brower. 15 Jul 81, 141p* DLMA-21-24-77-11-2

This is a report based on the six years of experience of the Northeast Labor Management Center, which began in late 1975 as the Massachusetts Quality of Working Life Center, changed its name in mid-1979 to the Massachusetts Labor Management Center, and then changed again at the end of 1980 to the Northeast Labor Management Center, to take account of a broader area of activities. The report is not a guide or 'how to' handbook, but rather it provides a series of questions and considerations of importance, especially in the planning stages, for the start-up of a state level Center.

Keywords: **Quality of life, Personnel development,** Labor unions, Labor relations, Industrial relations, Motivation, Productivity, Personnel management, Learning, Massachusetts, Quality of worklife.

PB83-170530/XCB PC **A07**/MF **A01**

DL-21-24-77-11
Lessons from Three Years of Assisting Union Management Quality of Working Life Programs. Final rept. 1976-79,
Northeast Labor Management Center, Belmont, MA.
M. J. Brower. 23 Dec 81, 29p* DLMA-21-24-77-11-5

The Northeast Labor Management Center was set up in the fall of 1975 as a non-profit free standing corporation under the name Massachusetts Quality of Working Life Center. It is guided and directed by a Board of leaders from business, organized labor, government and universities. This report is based on experience in providing technical assistance and consulting to two municipal Quality of Working Life (QWL) programs in Arlington and Cambridge (plus a third in Newton supported by a different funding source), and a private industry program in an apparel factory in Springfield, Massachusetts.

Keywords: **Quality of life, Personnel development,** Labor unions, Labor relations, Industrial relations, Motivation, Productivity, Personnel management, Learning, Massachusetts, Quality of worklife.

PB83-172171/XCB PC **A03**/MF **A01**

DL-21-24-78-57
Health Services Mobility Study Method of Task Analysis and Curriculum Design. Final rept.,
Health and Education Resources, Inc., Bethesda, MD.
A. Moore. 1980, 80p DLETA-21-24-78-57-1

This report summarizes the Health Services Mobility Study (HSMS), an R&D project funded by DOL. The method of occupational and task analysis and curriculum design was developed by the HSMS project as an approach to overcoming barriers to career mobility and promoting more effective preparation and use of health services personnel. The report discusses the history, evolution, and findings of the HSMS, the methods developed, applications, and future outlook.

Keywords: **Employment, Health services,** Mobility, Design, Performance evaluation, Curriculum, Task analysis, Health manpower.

PB81-123770/XCB PC **A05**/MF **A01**

DL-21-24-78-57
Developing Strategies for Implementation of the Health Services Mobility Study. Final rept.,
Health and Education Resources, Inc., Bethesda, MD.
A. Moore, and E. Lavine. Apr 79, 107p DLMA-21-24-78-57-1

The report contains the proceedings of a conference held to explore strategies for implementing the task analysis methods developed by the Health Services Mobility Study (HSMS). The conference was held in Washington, DC., on January 30 to February 1, 1979, and focused on ways to disseminate HSMS methods and findings among potential users.

Keywords: **Meetings, Job analysis, Health manpower, Health Services Mobility Study,** Development, Implementation, Strategies, Education, Employment, Personnel management, Recommendations.

Proceedings of a Conference Held at Washington, DC. on January 30-February 1, 1979.

PB-296 737/0/XCB PC **A06**/MF **A01**

DL-21-25-78-19
Changing Market for Young Persons. Final rept. 1978-81,
Harvard Univ., Cambridge, MA.
R. B. Freeman. Aug 81, 262p DLMA-21-25-78-19-1

The report examines changes in the labor market for young workers during the 1960s and 1970s. The study finds that young workers' wages have declined relative to older workers' wages; that young college graduate workers' wages have declined relative to young high school graduate workers' wages and to older college graduate workers' wages; that young black workers' wages increased relative to young white workers wages, when employed; that college graduates who started in a relatively poor position in the job market remained in a relatively poor position over the period; that in low level casual markets, personal connections, physical appearance, and willingness to work odd hours or immediate availability rather than education are key to youth employability; that firms underestimate wages they will pay young college graduates due to errors in predicting demand; and that the changing market for young people induces significant changes in the higher educational system.

Keywords: **Youths, Employment,** Earnings, Minority groups, Personnel selection, Demand(Economics), Supply(Economics), Unemployment, Education, Surveys, Labor market.

PB82-237975/XCB PC **A12**/MF **A01**

DL-21-25-78-21
Women and Nontraditional Blue Collar Jobs: A Case Study of Local I. Final rept.,
Wellesley Coll., MA. Center for Research on Women.
B. O'Farrell. 1 May 80, 194p

A case study was done of one local union, its officials and members, and the company for which they work to assess women's interest in blue collar jobs traditionally held by men and barriers which may limit their mobility to these jobs. Interviews were conducted with 23 union officials and 50 women and men workers.

Keywords: **Females, Skilled workers, Unskilled workers,** Apprenticeship, Attitudes, Counseling, Earnings, Specialized training, Employment, Fringe benefits, Incentives, Industrial relations, Industrial training, Job satisfaction, Labor relations, Males, Mobility, Motivation, Personnel selection, Placement, Recruiting, Salaries, Upgrading.

PB80-217656/XCB PC **A09**/MF **A01**

DL-21-25-78-46
Extent and Determinants of Racial Differentials in Male Occupational Mobility over the Business Cycle: 1966-1975. Final rept.,
Williams Coll., Williamstown, MA.
S. Rosenberg. Jan 84, 108p DL-21-25-78-46

The occupational mobility of older and younger black and white men from 1966-69, 1969-75 and 1966-75 is investigated. From 1966-75, the overall occupational distribution of older men remained relatively constant while overall younger men improved their occupational status. The status differentials between whites and blacks beginning in the same occupation often widened. For younger men this widening slowed while for older men it increased from 1969-75. The business cycle affected the nature of mobility. An econometric model was estimated to study the determinants of occupational mobility. Initial occupational position was the most important determinant. For older men, education contributed to white occupational advancement but not black. For younger men, education helped to explain white mobility during the 1966-69 expansion but had virtually no effect on black mobility during either the 1966-69 expansion or the 1969-75 contraction. For both age groups, training completed during 1966-69 led to occupational advancement but the returns did not continue into 1969-75. Training taken from 1969-75 did not improve occupational status. Expansionary macroeconomic policy is necessary, but likely not sufficient, for improving the job opportunities of workers in the secondary labor market.

Keywords: **Ethnic groups, Employment, Males, Black Americans,** Mobility, Age groups, Economic conditions, Statistical analysis.

Sponsored by Employment and Training Administration, Washington, DC. Office of Research and Development.

PB86-137395/XCB PC **A06**/MF **A01**

DL-21-25-78-48
Structure of Employment and Earnings Differences in the Early Careers of Men and Women. Final rept.,
Smith Coll., Northampton, MA. Dept. of Economics.
R. K. Buchele. 15 Sep 79, 38p DLMA-21-25-78-48-1

Sex discrimination in earnings results both from employment discrimination (discriminatory hiring and promotion procedures) and pay discrimination (different pay for the same job). This study examines how these two aspects of discrimination against women contributes to male-female earnings differences.

Keywords: **Earnings, Males, Females,** Discrimination, Employment, Qualifications, Job analysis, Statistical analysis.

PB-300 310/0/XCB PC **A03**/MF **A01**

DL-21-25-79-18
Immigration and Industrial Change: A Case Study of Immigrants in the New York City Garment Industry. Final rept.,
Harvard-MIT Joint Center for Urban Studies, Cambridge, MA.
R. Waldinger. May 82, 191p DLMA-21-25-79-18

This report is a case study of immigrants in New York women's garment industry. The major purpose of this report is to examine the relationship between immigration and industrial change. The principal focus is on the transformation of New York from an industry center to a spot market and on the effect of this change on the incorporation of new immigrants and on the functioning of key labor market institutions. The study is based on a variety of data sources, the most important of which are interviews with the owners of apparel firms that directly produce in New York City. The literature on the labor market impact of immigrants is discussed in the introduction. A bibliography is included.

Keywords: **Personnel management, Labor relations,** Clothing, Industries, Minority groups, Females, Ethnic groups, Surveys, Immigration, Clothing industry.

PB82-249608/XCB PC **A09**/MF **A01**

DL-21-25-79-22
Private Sector On-The-Job Training for Disadvantaged Workers: An Industry-Wide Approach. Final rept.,
Northeastern Univ., Boston, MA. Dept. of Economics.
M. A. Horowitz, and J. Loscalzo. Sep 82, 62p DLETA-21-25-79-22

The major goal of this study is to determine whether an industry such as the women's and children's apparel industry could recruit trainees from among the disadvantaged and retain them after they terminated the training program. While the numbers fell short of the goals, a substantial number entered and completed the training program and a substantial percentage of the completers entered employment. A vast majority showed substantial increases in post-training earnings over pre-training earnings.

Keywords: **Specialized training, Clothing,** Industrial training, Earnings, Unskilled workers, Productivity, Characteristics, Minority groups.

PB83-128504/XCB PC **A04**/MF **A01**

DL-21-25-82-16
Impact of Technological Change on Jobs and Workers. Final rept.,
Bentley Coll., Waltham, MA.
P. M. Flynn. Mar 85, 104p* DLETA-21-25-82-16-A

The report seeks to provide a framework--that of product, job and training cycles--in which to view and understand better the dynamic processes of technological change and its impact on employment at the workplace. This framework helps to reconcile inconsistencies in the aggregative literature. Moreover, it provides perspective from which the findings of individual case studies can be better assessed. The report is based on analyses of almost two hundred case studies on the effects of employment in firms that underwent technological change. The case studies provide a wealth of information on the dynamics of adjustment to change and how various jobs and workers were affected. The cases show, how firms adjusted to the changes in the skill requirements brought about by the adoption of the technology; what types of jobs were eliminated, created and reclassified; how the newly created jobs were staffed; who provided training for new skill needs; which workers were laterally transferred or demoted after the change; which workers were let go when layoffs occurred; and how the timing of the adoption influenced adjustment mechanisms.

Keywords: **Employment, Technology innovation, Manpower utilization, Personnel development,** Industrial training, Automation, Job satisfaction, Productivity, Man machine systems, Mobility, Skilled workers, Unskilled workers, Age, Sex.

See also PB85-218030.

PB85-218022/XCB PC **A06**/MF **A01**

DL-21-25-82-16
Lowell: A High Technology Success Story. Final rept.,
Bentley Coll., Waltham, MA.
P. M. Flynn. Mar 85, 28p* DLETA-21-25-82-16-B

As States and even nations are actively seeking to attract high technology industries, there is little evidence available on the actual impact of these industries on economic development. Through an analysis of trends in employment, unemployment and relative wages, this article discusses a case study of the effects of high technology on a local economy - Lowell, Massachusetts. Once the heart of the U.S. textile industry, in recent years the Lowell area has become a thriving center of high technology employment and a model of reindustrialization for older cities that have lost jobs in their traditional manufacturing industries. The Lowell experience supports the view that high technology can provide a vital engine to regional growth and development. Economic growth without industrial diversity, however, may undermine the prospects for economic success in the long run. Moreover, this article raises questions about the applicability of the 'Lowell model' to high wage, heavy industry areas, such as Pittsburg and Detroit, that are seeking to reindustrialize their economies.

Keywords: **Employment, Technology innovation, Manpower utilization, Personnel development,** Industrial training, Automation, Job satisfaction, Productivity, Man machine systems, Mobility, Skilled workers, Unskilled workers, Age, Sex.

See also PB85-218022.

PB85-218030/XCB PC **A03**/MF **A01**

DL-21-26-73-51
Manpower Utilization and Collective Bargaining in Local Government. Final rept.,
Columbia Univ., New York. Conservation of Human Resources Project.
D. Lewin, R. D. Horton, and J. Kuhn. 1978, 190p
DLETA-21-36-76-18-E

The study examines the impacts of public employee unionism on the management of local governments in New York City, Los Angeles and Chicago. The economies, political structures and labor relations of the three municipal and one (Los Angeles) county government differ in several fundamental respects, and provide initial evidence in support of the diversity thesis of public sector labor relations. That thesis is further strengthened by the analysis of wage impacts of unionism in the four governments, which over the period 1951-76 varied by occupation and government, respectively.

Keywords: **Manpower utilization, Labor relations,** Bargaining, Local government, Personnel management, Labor unions, Municipalities, Salaries, New York, California, Illinois, New York City(New York), Los Angeles(California), Chicago(Illinois).

Sponsored in part by Contract DL-12-36-76-18.

PB80-135551/XCB PC **A09**/MF **A01**

DL-21-26-74-16
Causal Forces in the Creation of a New Organization. Final rept.,
Michigan Univ., Ann Arbor. Inst. for Social Research.
D. N. T. Perkins, V. F. Nieva, and E. E. Lawler. Mar 78, 245p DLMA-21-26-74-16

This report describes a behavioral science consulting effort intended to improve the quality of working life (QWL) at a newly established pharmaceutical plant. The research covered a period of four years, from late 1972 when the decision was made to institute the QWL program, to early 1977 when consultation was officially terminated. The report is written from the perspective of an independent evaluation group located at the Institute for Social Research, University of Michigan. The goal of the assessment was to evaluate the outcomes of the consulting effort, as well as the processes by which these outcomes were attained.

Keywords: **Job satisfaction, Quality of life,** Organization theory, Manufacturing, Supervision, Personnel development, Industrial management, Behavior, Objectives, Surveys.

PB-279 446/9/XCB PC **A11**/MF **A01**

DL-21-26-74-16
Quality of Work Life Approach to Management: An Assessment of Its Use in New Plants. Final rept.,
Michigan Univ., Ann Arbor. Inst. for Social Research.
V. F. Nieva, D. N. T. Perkins, and E. E. Lawler. Mar 78, 42p DLMA-21-26-74-16-3

This report describes a behavioral science consulting effort intended to improve the quality of working life (QWL) at a newly established pharmaceutical plant. The research covered a period of four years, from late 1972 when the decision was made to institute the QWL program, to early 1977 when consultation was officially terminated. The report is written from the perspective of an independent evaluation group located at the Institute for Social Research, University of Michigan. The goal of the assessment was to evaluate the outcomes of the consulting effort, as well as the processes by which these outcomes were attained. Evaluation data were collected at the Centerton plant, site of the QWL program, and at Baytown, and a comparison plant under the same corporate management. A variety of instruments and methods were employed in the research, including self-administered questionnaires, group and individual interviews, and the analysis of archival data.

Keywords: **Quality of life, Personnel management, Industrial plants, Quality of worklife,** Manpower, Attitudes, Job analysis, Leadership, Motivation, Productivity, Evaluation, Program effectiveness, Innovations, Participative management.

PB-284 351/4/XCB PC **A03**/MF **A01**

DL-21-26-74-16
Improving the Quality of Life at Work: An Evaluation of the Centerton Experience. Volume I. Final rept.,
Michigan Univ., Ann Arbor. Inst. for Social Research.
V. F. Nieva, D. N. T. Perkins, and E. E. Lawler. Mar 78, 394p DLMA-21-26-74-16-1

This report describes a behavioral science consulting effort intended to improve the quality of working life (QWL) at a newly established pharmaceutical plant. The research covered a period of four years, from late 1972 when the decision was made to institute the QWL program, to early 1977 when consultation was officially terminated. Evaluation data were collected at the Centerton plant, site of the QWL program, and at Baytown, and a comparison plant under the same corporate management. A variety of instruments and methods were employed in the research, including self-administered questionnaires, group and individual interviews, and the analysis of archival data.

Keywords: **Quality of life, Industrial plants,** Productivity, Attitude surveys, Job analysis, Leadership, Motivation, Absenteeism, Personnel management, Personnel selection, Salaries, Program effectiveness, Quality of worklife.

See also Volume 2, PB-284 483.

PB-284 482/7/XCB PC **A17**/MF **A01**

DL-21-26-74-16
Improving the Quality of Life at Work: An Evaluation of the Centerton Experience. Volume II. Final rept.,
Michigan Univ., Ann Arbor. Inst. for Social Research.
V. F. Nieva, D. N. T. Perkins, and E. E. Lawler. Mar 78, 249p DLMA-21-26-74-16-2

This report describes a behavioral science consulting effort intended to improve the quality of working life (QWL) at a newly established pharmaceutical plant. The research covered a period of four years, from late 1972 when the decision was made to institute the QWL program, to early 1977 when consultation was officially terminated.

Keywords: **Quality of life, Industrial plants,** Productivity, Attitude surveys, Job analysis, Leadership, Motivation, Absenteeism, Personnel management, Personnel selection, Salaries, Program effectiveness, Questionnaires, Quality of worklife.

See also Volume 1, PB-284 482.

PB-284 483/5/XCB PC **A11**/MF **A01**

DL-21-26-76-13-1
Empirical Analysis of the Voluntary Part-Time Labor Market. Final rept.,
Wayne State Univ., Detroit, Mich. Dept. of Economics.
J. D. Owen. 31 Aug 77, 113p DLMA-21-26-76-13-1

The report analyzes the cross-sectional demand and supply of part-time workers, using data from the March-May, 1973 Current Population Survey. These data indicate that part-timers are paid much less than full-timers. But wages among part-time workers vary as sharply on the basis of education and experience as they do among full-timers. A supply and demand analysis of the distribution by sector of part-time employment indicate that where part-timers were relatively cheap, employers were much more likely to hire them. Other demand-side factors favoring employment of part-timers were a need for employees at irregular work times and a dearth of training and promotion opportunities (as indicated by a relatively low wage level). On the supply side, the proportion in the sectoral work force of groups with a generally low level labor force participation (for example, young people or mothers of small children) was positively correlated with the proportion of part-time jobs in the sector.

Keywords: **Employment, Labor relations, Part time jobs,** Salaries, Demand(Economics), Supply(Economics), Manpower utilization, Attitudes, Hours of work.

PB-276 113/8/XCB PC **A06**/MF **A01**

DL-21-26-77-21
Equal Employment Opportunity: A Comparative Micro Analysis of Boston and Houston. Final rept.,
Columbia Univ., New York. Conservation of Human Resources Project.
R. C. Smith. 1981, 163p DLETA-21-36-77-21

The study explores in depth the factors that contribute and retard the penetration and mobility of blacks and women in employment in two cities - Houston and Boston representing respectively a growing sunbelt and a declining snowbelt labor market - and two industries, health and electrical manufacturing. Data are drawn from the Social Security Administration's Continuous Work History Sample, the Equal Employment Opportunity Commission's EO-1 reports and a variety of other statistical and documentary sources.

Keywords: **Employment, Negroes, Females,** Mobility, Health, Electric equipment, Males, Education, Earnings, Minority groups, Unemployment, Statistical analysis, Texas, Massachusetts, Attitudes, Labor force.

PB82-225350/XCB PC **A08**/MF **A01**

DL-21-26-77-37
Partial Success Syndrome: Quality of Work Life in the Public Sector. Final rept. 15 Aug 77-30 Nov 81,
Michigan Univ., Ann Arbor. Inst. for Social Research.
J. T. Walsh, and S. E. Seashore. May 82, 417p* DLMA-21-26-77-37

This is a case study report of a demonstration project intended to improve the quality of work life and the performance of an urban public service department. The focal organization is the Equipment Maintenance and Solid Waste Divisions of a mid-size city, comprising about 422 employees and managers. A joint union-management committee was formed to plan and promote actions of their choice. External consultants were engaged to help this research process, and an external agency was engaged to provide an account of the course of activities, the results obtained, and an interpretation of the principal factors in the success or failure of the effort. The report describes the start-up, operation, and terminal phases of the activity, and draws conclusions and suggestions.

Keywords: **Attitude surveys, Quality of life,** Civil service, Government employees, Labor unions, Local government, Labor relations, Benefit cost analysis, Ethnic groups, Municipalities, Quality of worklife.

PB84-145978/XCB PC **A18**/MF **A01**

DL-21-26-80-18
Management-Labor Cooperation in Quality of Worklife Experiments: Comparative Analysis of Eight Cases. Final rept. 1972-77,
Michigan Univ., Ann Arbor. Survey Research Center.
C. Cammann, E. E. Lawler, G. E. Ledford, and S. E. Seashore. Mar 84, 399p DLETA-21-26-80-18

A program of coordinated field demonstration projects was undertaken, under loosely-controlled conditions, to study joint management-labor cooperative efforts to promote improvements in the quality of working life and in organizational effectiveness. The case study approach was used to document policy, strategy, tactics, process, and outcomes over an 18-month period in each of eight organizational sites during the period, 1974 to 1977. The sites varied from 50 to 1000 employees and included a post-surgical ward of a hospital, a coal mine, an engineering division of electrical power firm, a food products factory, a wood products factory, an auto parts factory, a public transportation organization, and an urban solid waste disposal organization. Although all eight cases were successful in displaying features of strategy, operational choices and practices, and alternative ways to initiate the process of organizational change, the outcomes of the projects presented a mixed picture. Two of the projects were terminated before getting to the stage of serious attempts at making changes. Where organizational changes were attempted, the outcomes and their side effects were predominantly beneficial, but some negative effects occurred as well.

Keywords: **Production management, Labor force, Organizational effectiveness,** Surveys, Organizations, Industrial relations, Attitudes, Reorganization.

PB85-151488/XCB PC **A17**/MF **A01**

DL-21-26-82-02
Assessment of the Reemployment Opportunities for Unemployed Automobile Workers in the Aerospace/Defense Industry. Final rept. 1 Apr-30 Sep 82.
International Union, United Automobile, Aerospace and Agricultural Implement Workers of America, Washington, DC.
15 Oct 82, 480p* DLMA-21-26-82-02

The report is a plan to train and upgrade laid off workers from the automotive and related industries for employment in aerospace/defense occupations. It is a means of assessing the compatibility of the unemployed automobile worker's skills and the demands of the emerging job opportunities in the aerospace industry. It is also a curriculum that will develop the skills and competencies of the unemployed automobile workers so that they can meet the demands of the emerging job opportunities in the aerospace/defense industry. It is counseling of the unemployed automobile workers regarding their employment prospects, the availability of jobs in the aerospace/defense industry and the potential need to relocate to obtain regular, well-paid work.

Keywords: **Unemployment, Skilled workers,** Specialized training, Personnel selection, Manpower utilization, Automobiles, Apprenticeship, Attitudes, Counseling, Industrial training, Qualifications, Placement.

PB83-140277/XCB PC **A21**/MF **A01**

DL-21-26-82-18
How Fast Does Employment Respond to Output Changes. A Cyclical and Industry Analysis. Final rept. 1 Oct 83-16 Apr 84,
Wayne State Univ., Detroit, MI. Dept. of Economics.
D. J. Smyth. 1985, 160p* DLETA-21-26-82-18

This study undertakes a theoretical and empirical analysis of short-run employment functions. Estimates are made for the private nonfarm sector, one digit industries and two digit manufacturing industries using quarterly seasonally adjusted data for the period 1948 to 1983. Estimation is by full information maximum likelihood. In response to output and real wage changes, firms adjust employment in any quarter only partially to the optimum level. The adjustment speed depends directly on the unemployment rate and varies substantially over the cycle; however there is no asymmetry in the adjustment process between upswings and downswings. The speed of adjustment is faster and its connection to unemployment much more marked for production workers than for nonproduction workers. Real wage rates are an important determinant of labor demand. If the link between unemployment and adjustment speed is neglected, policymakers may be surprised by the speed at which firms increase or decrease employment levels when the unemployment rate is high. If future unemployment rates are higher than past averages, cyclical swings in employment will be larger than those to which we are accustomed.

Keywords: **Employment, Economic analysis, Manufacturers, Industries,** Unemployment, Economic forecasting, Labor, Nonfarm employment.

PB85-152841/XCB PC **A08**/MF **A01**

DL-21-29-73-49
Static and Dynamic Labor Supply Functions. Final rept.,
Washington Univ., St. Louis, MO. Dept. of Economics.
E. Kalachek, and F. Raines. 30 Jun 78, 136p DLMA-21-29-73-49-1

The study examines for mature men the determinants of wage differences, of labor supply and of labor supply change, utilizing NLS data. The analysis stresses the distinction between the permanent and transitory components of wages, and differential responses to these coefficients. It finds that: personality, attitudinal and psychological characteristics affect wages; that workers with the same human capital receive substantially different wages; that this affects quits, layoffs, the duration of unemployment and hiring standards; that labor supply responds positively to the permanent and negatively to the transitory component of wages; that the use of measured wages in labor supply regressions leads to misleading results; and that workers adjust labor input rapidly when their leisure-income choices alter.

Keywords: **Manpower, Supply(Economics), Salaries, Labor supply,** Males, Labor unions, Attitudes, Economic analysis, Employment, Federal assistance programs, Welfare, Psychology, Personnel selection, Regression analysis, Occupational mobility, Functions(Mathematics), Personality, Leisure time, Industrial structure, Labor economics, Labor market.

PB-293 282/2/XCB PC **A07**/MF **A01**

DL-21-29-74-12
Socioeconomic Determinants of Urban Poverty Area Workers' Labor Force Participation and Income. Final rept.,
Missouri Univ.-Columbia. Dept. of Rural Sociology.
J. R. Pinkerton. Aug 78, 355p DLMA-21-29-74-12-1

This report examines the impact of poverty-area workers' socioeconomic characteristics on their income, employment, unemployment, and labor force participation levels. Using data from the 1970 Census Employment Survey, this study focuses on black, Spanish-origin, and Anglo male workers, aged 16-64 years, not in school or the Armed Forces, who were living in the poverty neighborhoods of St. Louis, San Antonio, and Chicago. The results suggest that age-group discrimination and disadvantages are more serious barriers than is racial discrimination. Workers from the local city or other large cities work fewer hours than poverty-area migrants from smaller cities or rural areas. Formal education has a stronger impact on income than does the measure of job training used. Workers with health problems show sizable losses in employment and income. Workers in stable family situations are more likely to experience employment success. Differences in workers' job-seeking methods and their occupational and industrial attachments produce substantial differences in employment and income levels. A literature review and policy recommendations are included in the report.

Keywords: **Disadvantaged groups, Ethnic groups, Employment,** Urban areas, Males, Manpower utilization, Earnings, Education, Personnel development, Low income groups, Unemployment, Surveys, Illinois, Texas, Missouri, Socioeconomic status, Labor force, Chicago(Illinois), San Antonio(Texas), Saint Louis(Missouri).

PB-286 658/0/XCB PC **A16**/MF **A01**

DL-21-34-76-10
Occupational Licensing: A Public Perspective. Final rept.,
Educational Testing Service, Princeton, NJ.
B. Shimberg. Jul 80, 321p DLETA-21-34-76-10-1

This book was prepared to make consumer and public interest groups aware of the impact of licensing on their lives. It explains how the regulatory system works, the impact of licensing on the supply of practitioners, competition, the optimum utilization of manpower ad the interstate mobility of skilled workers and professionals. Two shortcomings of the present system are examined: (1) the failure of licensing boards to protect the public from incompetent or dishonest practitioners and (2) the failure of the system to assure the continued competence of licensees.

Keywords: **Job analysis, Licenses, Professional personnel,** Education, Employment, Manpower utilization, Medical personnel, Mobility, Orientation, Specialized training, Performance evaluation, Skilled workers, State government, Tests, Continuing education.

PB81-114027/XCB PC **A14**/MF **A01**

DL-21-34-76-10
Occupational Licensing: Questions a Legislator Should Ask. Final rept.,
Council of State Governments, Lexington, Ky.
B. Shimberg, and D. Roederer. Mar 78, 37p DL-21-34-76-10-1

This report brings attention to a number of issues concerning occupational licensing and discusses answers to the following: (1) Should state governments regulate occupations; (2) How can regulatory statutes be made fair to consumers and practitioners; (3) How can an administrative structure be established so that accountability and public confidence can be fostered. The report also provides a guide for those seeking regulation of an occupation, and describes efforts in 3 states--California, Minnesota, and Virginia--to bring about change in their regulatory structures.

Keywords: **Licensure, Professional personnel,** Employment, Local government, State government, Legislation, Licenses, Requirements, California, Minnesota, Virginia.

PB-285 547/6/XCB PC **A03**/MF **A01**

DL-21-34-78-34
Experimental Project to Implement Test Procedures for Selection Instruments for Employment Service Interviewers and Local Office Managers. Phase 3: A Criterion Related Validity Study of the Employment Service Interviewer Written Test. Final rept.,
Educational Testing Service, Princeton, NJ.
S. S. Nettles, and M. Rosenfeld. Jun 83, 106p

This report describes a criterion-related validity study conducted in four states in order to provide additional validity evidence for the written selection test for Employment Service Interviewer. The results indicated that the selection test predicted job performance as assessed by two objective job-related criterion measures. The selection test predicted scores on the criterion measures for Black and White and male and female interviewers. The selection test meets the Cleary definition of test fairness for Black interviewers.

Keywords: **Personnel selection, Government employees,** Employment, Job analysis, Characteristics, Work sampling, Interviews, Validity.

PB83-229450/XCB PC **A06**/MF **A01**

DL-21-34-78-60
Why Are Hispanic Americans' Incomes So Low. An Analysis of the Family Incomes and Earnings of the Major Hispanic Origin Groups in the United States. Final rept.,
Princeton Univ., NJ.
C. W. Reimers. Jun 82, 141p

The authors analyze the family income and wage differentials between the five major Hispanic groups, blacks, and white non-Hispanics, using the 1976 Survey of Income and Education. Lower male wages are the major reason for lower minority-group family incomes. After estimating a wage-offer function for each ethnic-sex group, the minority-white non-Hispanic difference is decomposed in average wage offers into components due to differences in observed characteristics and to unobserved factors and discrimination. This estimate of discrimination ranges from 36 percent for Central and South American men to -13 percent for Cuban women. There is no evidence of ethnic or racial wage discrimination against Cuban, Mexican, Puerto Rican, or black women, nor against Cuban men. The impact of discrimination on wage offers is estimated to be 6 percent for Mexican men, 14 percent for black men, and 18 percent for Puerto Rican men. Low education is the overwhelming reason for the low wages of Mexican men, and recency of arrival and language problems for those of Cuban men. These factors, along with discrimination, handicap Puerto Rican men.

Keywords: **Ethnic groups, Income,** Earnings, Females, Males, Negroes, Education, Economic models, Employment, Socioeconomic status, Spanish speaking Americans.

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PB83-157941/XCB PC **A07**/MF **A01**

DL-21-36-73-51
Training Information for Policy Guidance. Final rept.,
Columbia Univ., New York. Conservation of Human Resources Project.
M. K. Freedman, and A. B. Dutka. 22 Jun 79, 237p DLMA-21-36-76-18-B

To increase the usefulness of employment estimates as a guide to training needs, occupations have been cross-classified by their specific vocational preparation (SVP) levels and their three-digit census classifications and then aggregated into training clusters based on similar SVP levels and skill content. The occupational training clusters thus combine information about the types of skills required and the length of time needed to acquire them. The sources of skill acquisition for each of the major occupational clusters falling in the middle range of the occupational structure--excluding professionals, managers and artists--have also been identified. The existing information on sources of training was reviewed. These included industry studies, occupational studies, apprenticeship analyses, mobility studies, studies on licensing and discussions with education and industry analysts. Attention was paid to alternative sources of supply since training programs represent only one source of labor. Both pre- and post-employment patterns of training were analyzed as were the data sources on the supply and demand for labor. In a final chapter, the logic of the occupational training clusters approach and the associated descriptions of training routes as a guide to local planning were tested in the case of New York City.

Keywords: **Specialized training, Job analysis,** Vocational guidance, Education, Schools, Universities, Employment, Apprenticeship, Manpower, Requirements, On job training.

PB-297 331/1/XCB PC **A11**/MF **A01**

DL-21-36-75-17
Guide to Worker Productivity Experiments in the United States 1971-75. Final rept.,
Work in America Inst., Inc., Scarsdale, N.Y. New York Univ., N.Y.
R. A. Katzell, P. Bienstock, and P. Faerstein. 1977, 186p* DLMA-21-36-75-17

The report summarizes and analyzes 103 experiments designed to improve the productivity of workers. The experiments under review were performed in the United States and reported in publications issued from 1971 through 1975. Although based predominantly on experience in business and industry, nearly one-third of the experiments were performed in nonprofit agencies, and the experiments involve workers from a wide range of occupations and levels. The authors report that 85 of the 103 experiments resulted in improvement in at least one aspect of productivity.

Keywords: **Personnel management, Productivity,** Attitudes, Education, Employment, Industrial training, Job analysis, Job satisfaction, Labor relations, Performance evaluation, Salary administration, Supervision, Morale, Qualifications, Surveys.

Prepared by New York Univ., N.Y.

PB-273 894/6/XCB PC **A09**/MF **A01**

DL-21-36-75-17
Work in America Institute Studies in Productivity. Highlights of the Literature. Volume 1. Mid-Career Perspectives: The Middle-Aged and Older Population,
Work in America Inst., Inc., Scarsdale, NY.
J. Sweetland, and M. Rosow. 1978, 46p* DLMA-21-36-75-17-1

The report reviews the social, economic, and psychological problems of workers in the upper-age brackets and varied approaches to dealing with them via an overview, 80 abstracts, and 26 additional sources. An annotated bibliography of material published between 1960 and 1977 is included.

Keywords: **Productivity, Personnel, Bibliographies,** Elderly persons, Obsolescence, Unemployment, Employment, Career development.

See also Volume 2, PB-286 883.
Also available in set of 6 reports PC E11, PB-286 881-SET.

PB-286 882/6/XCB PC **A03**/MF **A01**

DL-21-36-75-17
Work in America Institute Studies in Productivity. Highlights of the Literature. Volume 2. Productivity and the Quality of Working Life,
Work in America Inst., Inc., Scarsdale, NY.
S. Parnes, and M. Rosow. 1978, 46p* DLMA-21-36-75-17-2

The report explores the complex relationship between productivity and the quality of working life and speculates on the optimum balance of the two that can lead to help for a troubled economy, via an overview, 58 abstracts, and 76 additional sources. An annotated bibliography of material published between 1960 and 1977 is included.

Keywords: **Productivity, Personnel development, Bibliographies, Quality of worklife,** Economic development, Job analysis, Industrial relations, Manpower utilization, Benefit cost analysis, Industrial relations, Participative management.

See also Volume 1, PB-286 882 and Volume 3, PB-286 884.
Also available in set of 6 reports PC E11, PB-286 881-SET.

PB-286 883/4/XCB PC **A03**/MF **A01**

DL-21-36-75-17
Work in America Institute Studies in Productivity. Highlights of the Literature. Volume 3. Trends in Product Quality and Worker Attitude,
Work in America Inst., Inc., Scarsdale, NY.
G. Blau, and M. Rosow. 1978, 42p* DLMA-21-36-75-17-3

The report reflects on growing consumer dissatisfaction with product quality and looks at the positive effects that job enrichment might ultimately have on product quality and market profits, via an overview, 57 abstracts, and 3 additional sources. An annotated bibliography of material published between 1960 and 1977 is included.

Keywords: **Productivity, Personnel, Bibliographies,** Attitudes, Consumers, Job satisfaction, Upgrading, Motivation, Performance, Fringe benefits, Products, Quality.

See also Volume 2, PB-286 883 and Volume 4, PB-286 885.
Also available in set of 6 reports PC E11, PB-286 881-SET.

PB-286 884/2/XCB PC **A03**/MF **A01**

DL-21-36-75-17
Work in America Institute Studies in Productivity. Highlights of the Literature. Volume 4. Managerial Productivity,
Work in America Inst., Inc., Scarsdale, NY.
J. Sweetland, and M. Rosow. 1978, 46p* DLMA-21-36-75-17-4

The report discusses the overlooked impact of managerial output on an organization's overall productivity, via an overview, 86 abstracts, and 36 additional sources. An annotated bibliography of material published between 1960 and 1977 is included.

Keywords: **Productivity, Personnel, Bibliographies,** Leadership, Management training, Program effectiveness, Performance evaluation, Supervision.

See also Volume 3, PB-286 884 and Volume 5, PB-286 886.
Also available in set of 6 reports PC E11, PB-286 881-SET.

PB-286 885/9/XCB PC **A03**/MF **A01**

DL-21-36-75-17
Work in America Institute Studies in Productivity. Highlights of the Literature. Volume 5. Worker Alienation,
Work in America Inst., Inc., Scarsdale, NY.
L. Meltzer, and M. Rosow. 1978, 31p* DLMA-21-36-75-17-5

The report deals with the measurement and means of reducing worker alienation by managers, via an overview, 50 abstracts, and 35 additional sources. An annotated bibliography of material published between 1960 and 1977 is included.

Keywords: **Productivity, Personnel, Bibliographies,** Job satisfaction, Program effectiveness, Motivation, Upgrading, Alienation.

See also Volume 4, PB-286 885 and Volume 6, PB-286 887.
Also available in set of 6 reports PC E11, PB-286 881-SET.

PB-286 886/7/XCB PC **A03**/MF **A01**

DL-21-36-75-17
Work in America Institute Studies in Productivity. Highlights of the Literature. Volume 6. Human Resource Accounting,
Work in America Inst., Inc., Scarsdale, NY.
G. Blau, and M. Rosow. 1978, 59p* DLMA-21-36-75-17-6

The report brings the cost-value assessment to bear on an organization's Human Capital as a novel concept in effective management, via an overview, 64 abstracts, and 46 additional sources. An annotated bibliography of material published in 1960 and 1977 is included.

Keywords: **Productivity, Personnel, Bibliographies,** Personnel development, Program effectiveness, Industrial management, Manpower utilization, Benefit cost analysis, Value.

See also Volume 5, PB-286 886.

PB-286 887/5/XCB PC **A04**/MF **A01**

DL-21-36-76-01
Validating Performance Indicators for Employment and Training Programs. Final rept.,
Brooklyn Coll., NY.
R. S. Gay. Apr 78, 115p DL-21-36-76-01-1

This report examined longitudinal data on trainees in four programs--MDTA, JOBS, Job Corps, and NYC. The purpose was to identify short-term indicators of longrun success as a result of participation in training programs. The study showed that traditional measures of program effectiveness are not useful indicators of successful program performance. Changes in wage rates, quarterly earnings, before and after program experience appear to be better measures.

Keywords: **Specialized training, Employment,** Manpower utilization, Placement, Forecasting, Unemployment, Evaluation, Earnings, Manpower Development and Training Act, Job Opportunities in the Business Sector, Job Corps, Neighborhood Youth Corps, Trainees.

PB-287 890/8/XCB PC **A06**/MF **A01**

DL-21-36-76-18
Apprenticeship as Preparation for Work: A Comparative Study,
Columbia Univ., New York. Conservation of Human Resources Project.
B. G. Reubens. Nov 77, 288p DLMA-21-36-76-18-15

This comparative study of apprenticeship as preparation for work begins with an examination of youth and the preparation for work, considering employer and other evidence on inadequacies in the preparatory process as well as various ideas about the competences required. The remaining chapters deal with apprenticeship in the context of the preparation of young people, reviewing the way apprenticeship is organized in various countries and its extent, cyclical fluctuations and secular trends in the number of apprentices, employers' role and costs in training, the position, progress and later careers of apprentices, and, finally, a review of developments in apprenticeship and an assessment of its prospects.

Keywords: **Apprenticeship, Youths,** Specialized training, Employment, Attitudes, Career development, Manpower utilization, Mobility, Placement, Education, Earnings, Ethnic groups, Recruiting, Counseling.

PB82-154501/XCB PC **A13**/MF **A01**

DL-21-36-76-18
Bridges To Work - International Comparisons of Transition Services. Final rept.,
Columbia Univ., New York. Conservation of Human Resources Project.
B. G. Reubens. Jul 77, 328p DLMA-21-26-73-51

Drawing on the experience of the United States, western Europe and Japan, this comparative study examines the way countries view the problems of the transition from school to work and the role of the transition services in smoothing the passage. Transition services are concerned with educational and occupational information and orientation, educational and occupational guidance and counseling, job placement, induction to work, and follow-up of young workers. The study also considers the overall organizational structures to deliver the transition services, the inputs, the quantity and quality of outputs, the reactions of consumers, and the outcomes. Evaluation studies are reviewed. Lessons for the United States are drawn from the experience of countries with more highly developed transition services.

Keywords: **Youths, Employment,** Schools, Foreign countries, Services, Counseling, Adjustment(Psychology), United States, Job search methods.

PB-283 599/9/XCB PC **A15**/MF **A01**

DL-21-36-76-18
Student Loans and the Labor Market. Final rept.,
Columbia Univ., New York. Conservation of Human Resources Project.
I. Berg, and M. Freedman. Jul 78, 116p DLMA-21-36-76-18

This is a report which describes the ways in which credit and credit-related practices impinge upon the supply and demand for labor. Student loan programs are viewed in the limited context of educational and training programs and policies.

Keywords: **Students, Loans,** Credit, Schools, Universities, Government policies, Manpower, Employment, Education, Labor market.

PB-284 139/3/XCB PC **A06**/MF **A01**

DL-21-36-76-18
Controlling Social Expenditures: The Search for Output Measures,
Columbia Univ., New York. Conservation of Human Resources Project.
A. S. Eichner, and C. Brecher. Jul 78, 399p DLMA-21-36-76-18

The central thesis of this report is that operating data can be used to measure the effectiveness of governmental programs and middle managers and high public officials can use the results to improve program designs and budgetary allocations to assure that public dollars are used to provide more effective services for the public. It is a study which explains how social programs can be made to work effectively.

Keywords: **Social services, Program effectiveness,** Benefit cost analysis, Government policies, Taxes, Economic analysis, Local government, State government, National government, Management, Objectives.

PB-284 353/0/XCB PC **A17**/MF **A01**

DL-21-36-76-18
Corporation and the City. Final rept.,
Columbia Univ., New York. Conservation of Human Resources Project.
R. B. Cohen. Jul 78, 359p* DLETA-21-36-76-18

The relationships between Fortune corporations and the financial, legal and accounting firms which serve them are investigated. Using a survey of bond underwriting and other corporate materials, this research portrays the vast decision-making network that facilitates and guides the operations of large U.S. companies. It also analyzes the economic impacts of the growth of this network. As corporations have evolved, they have faced an increasingly complex business environment. Major changes have occurred with increasing frequency. To adapt, corporate managers have demanded certain skills, information and strategies from a number of specialized corporate service firms. As a result, the corporate services named above have developed a 'symbiotic' relationship with corporate management. The major force of this growth has been felt in urban areas. As specialization within the advanced corporate service firms has increased, concentration and economies of scale have been attained and only a few urban centers have become centers of corporate decision-making.

Keywords: **Corporations, Municipalities,** Urban areas, Businesses, Industrial management, Employment, Urban development, Services, Organization theory, Skilled workers, Attorneys, Accountants.

PB-284 371/2/XCB PC **A16**/MF **A01**

DL-21-36-76-18
Careers of Professional Women: Commitment and Conflict. Final rept.,
Columbia Univ., New York. Conservation of Human Resources Project.
A. M. Yohalem. Mar 78, 274p DLETA-21-36-76-18

This is a follow-up study of the careers of 226 academically talented women who attended graduate or professional school between 1945 and 1951, and who were initially surveyed in the early 1960's. These women had a differential lifetime work attachment and career progression, both of which were related to marital status, family size, academic degree and occupational sex ratios. The fewer one's family obligations, the higher her educational credentials, and the lower the female representation in her field of work, the greater was the likelihood of employment continuity and superior achievement. Most non-workers in 1963 subsequently reentered the labor force and their 1974 employment was commensurate with their qualifications. Part-time work was frequently utilized to retain professional ties during periods of child rearing and to launch resumed careers. The majority reported having experienced employment discrimination, primarily in earnings and promotion, and there was no relation between unequal treatment and employment continuity. Recent demographic and attitudinal changes suggest that the atypical continuous full-time worker in this transitional group is the forerunner of the representative professional woman of the future.

Keywords: **Females, Professional personnel,** Career development, Attitudes, Earnings, Education, Government employees, Government policies, Job analysis, Job satisfaction, Manpower utilization, Retirement, Statistical analysis, Universities, Surveys, Qualifications, Children.

PB-284 493/4/XCB PC **A12**/MF **A01**

DL-21-36-76-18
Managers and Work Reform: A Limited Engagement. Final rept.,
Columbia Univ., New York. Conservation of Human Resources Project.
I. Berg, M. Freedman, and M. Freeman. Aug 77, 317p

A critique of work reform experiments and proposals were set in the context of standard labor relations processes. After an historical review of workplace interventions designed to increase productivity and job satisfaction, the study deals with the influence of education and skills on work satisfaction; the scope of managerial control in the design of job activities; alternative perspectives on worker-manager relationships; the role of unions, the grievance process, and arbitration in the resolution of workplace conflicts; and an examination of European reform efforts in their own context. The study concludes that such reforms as work enlargement, work enrichment, and greater worker participation in general, are limited in their applicability, not very high on the managerial agenda, and are superseded in importance by such basic issues as worker safety and health, on one hand, and by longstanding methods for resolving worker-manager conflicts, on the other.

Keywords: **Labor relations, Personnel management,** Manpower utilization, Job satisfaction, Attitudes, Specialized training, Bargaining, Education, Industrial relations, Labor unions, Motivation, Productivity, Supervision.

PB-286 630/9/XCB PC **A14**/MF **A01**

DL-21-36-76-18
Limits of Health Reform: The Search for Realism. Final rept.,
Columbia Univ., New York. Conservation of Human Resources Project.
E. Ginzberg. Apr 77, 144p

Based on an analytic review of the history of health care reform in the United States during the last three decades, this study examines the principal issues that are of public concern today and considers the potential for effective social intervention to improve the structure and financing of the health care system. The focus is upon the process of reform as it confronts the basic political, social, and economic institutions that are operative in contemporary American society and the opportunities and constraints that these present. The failures as well as the achievements of the post-World War II experience are studied to provide a basis for the formulation of realistic goals for the future. Access to health care services particularly for underserved rural and inner-city populations, the need for quality assurance, reasonable cost, and the achievement of equity are the goals of health reform which serve as the foci of the analysis. The study examines each of these goals in terms of their realistic implications for the ongoing system, how they have been addressed by past efforts, progress that has been made and outstanding deficiencies.

Keywords: **Health care, Reform programs,** Policies, Accessibility, Health care costs, Goals, Health manpower, Physicians, Distribution, Financing, Health care delivery systems, United States, Organizational structure, Financing, Rural areas, Urban areas, Quality assurance, National government, Priorities.

PB-287 201/8/XCB PC **A07**/MF **A01**

DL-21-36-76-18
Comparative Metropolitan Employment Complexes: New York, Chicago, Los Angeles, Houston, Atlanta. Final rept.,
Columbia Univ., New York. Conservation of Human Resources Project.
D. L. Hiestand, and D. W. Morse. 1978, 216p DL-21-36-76-18-10

Based on the New York, Chicago, Los Angeles, Houston, and Atlanta metropolitan areas, this study explores the thesis that, while there are many common elements, the fundamental factors that shape employment patterns differ significantly among large metropolitan areas; that these differences have a significant impact on the way each large metropolitan employment complex operates and therefore on employment patterns and experiences of different groups in each metropolitan area. Large metropolitan employment complexes differ significantly in size, industrial, occupational and demographic structures, growth trends, age, transportation systems, geographical configuration of employment and residential districts, and social, political, industrial, and intergroup relationships. The result is differential employment experiences and patterns for men and women; youth, middle-aged and older persons; inmigrants and locals; and different ethnic and racial groups. This points to the need for particularized employment, manpower, economic development, educational and guidance programs and policies in the context of an increasingly federalized system.

Keywords: **Urban areas, Employment, Metropolitan areas,** Municipalities, Manpower, Personnel selection, Personnel management, Labor unions, Ethnic groups, Negroes, Females, Males, Local government, National government, Government employees, Population migration, Professional personnel, Civil service, Mobility, New York, Illinois, California, Texas, Georgia, Statistical analysis, Upgrading, Youths, New York City(New York), Chicago(Illinois), Los Angeles(California), Houston(Texas), Atlanta(Georgia).

PB-290 222/9/XCB PC **A10**/MF **A01**

DL-21-36-76-18
Understanding the Service Economy: Employment, Productivity, Location. Final rept.,
Columbia Univ., New York. Conservation of Human Resources.
T. M. Stanback. 1978, 185p DLETA-21-36-76-18-A

The report examines service sector structure and growth under four major headings: demand, productivity, employment, urbanization. Major conclusions are: (1) In spite of sharp increases in service's share of total employment, there has been no significant tilting of the economy in terms of value of output from goods to services. This is due to strong linkages between goods and services arising out of complimentarities of demand, couped with possibilities for substitution of goods for services where cost and price trends are unfavorable. (2) New forces promise significant gains in productivity in services, arising largely from new managerial approaches combined with applications of new technology. (3) Service employment is not, on average, better paid than nonservice. It is characterized by a larger proportion of workers at the lower end of the scale, by a higher proportion of women and minority workers, by higher percentages of part-time employment and by fewer structural and institutional arrangements that enhance job security. Moreover, the evidence indicates no generalized trend toward an upward redistribution of service jobs. (4) Cities must increasingly look to services to bolster employment as goods employment declines. Although residentially-oriented service employment has expanded everywhere, 'export' oriented service employment growth has been selective. Metropolitan places in regions favored by growth and those which have in the past become specialized as service centers fared best.

Keywords: **Services, Economic analysis, Service industries,** Industries, Employment, Males, Females, Demand(Economics), Value, Productivity, Management methods, Technology innovation, Urbanization, Skilled workers, Economic development, Industrial structure, Service workers, Economic progress.

Sponsored in part by Contract DL-21-26-73-51.

PB-291 425/7/XCB PC **A09**/MF **A01**

DL-21-36-77-12
Youth Serving the Community: Realistic Public Service Roles for Young Workers. Final rept. Feb 77-Mar 78,
National Child Labor Committee, New York.
S. Lesh. 12 Apr 78, 106p DLMA-21-36-77-12-1

This is a survey of work experience projects which can be utilized as guides by program operators to initiate their own projects. The introductory chapter focuses on identifying some of the key elements, problems, and considerations for initiating projects. Chapter II contains project descriptions organized by major areas of concern (e.g., housing health, environment). Bibliography.

Keywords: **Youths, Manpower utilization, Personnel selection,** Employment, Specialized training, Program effectiveness, Requirements, Vocational guidance, Supervisors, Counseling, Instructors, Orientation, Performance evaluation, Placement, Communities, Students, Communicating.

PB-280 557/0/XCB PC **A06**/MF **A01**

DL-21-36-77-36
Research Agenda for the National Longitudinal Surveys of Labor Market Experience: Report on the Social Science Research Council's Conference on the National Longitudinal Surveys, October, 1977. Parts I to IV. Final rept. 1 Aug 77-30 Apr 78.
Social Science Research Council, Washington, DC. Center for Coordination of Research on Social Indicators.
May 78, 284p DLMA-21-36-77-36-1

The report describes the rationale and background for the conference; gives an overview of the conference proceedings; contains documentation relating to the conference--correspondence, the program, and a list of participants; and includes a collection of the papers and memoranda presented at the conference. A set of issues to which the planners of the NLS should give serious consideration did emerge. These issues are organized around four topical areas: work and family; labor force socialization; structural variables; and methodological issues.

Keywords: **Research, Employment, Experience, Longitudinal studies, Employment experience,** Surveys, Research management, Manpower utilization, Meetings, Documentation, Demography, Sociology, Family relations, Job satisfaction, Labor force participation, Labor market, Case studies.

PB-295 114/3/XCB PC **A13**/MF **A01**

DL-21-36-78-09
Institutional Barriers to the Employment and Economic Mobility of Puerto Ricans in New York City. Final rept. 1 Nov 77-31 Dec 78,
New York State School of Industrial and Labor Relations, Ithaca.
L. S. Gray, and A. O. Beamesderfer. Jan 79, 105p
DLMA-21-36-78-09-1

The report explores institutional barriers to the employment and economic mobility of Puerto Rican New Yorkers. Included are two literature reviews (one on the economic mobility of Puerto Rican migrants and one on the work experience and mobility of earlier ethnic groups in New York City); the results of interviews with Puerto Rican job seekers, union officials, employers, public officials, and representatives of community groups; the proceedings of a conference; the results of a survey of experts; and a list of priorities for future research.

Keywords: **Employment, Socioeconomic status, Minority groups, Organization theory, Puerto Ricans, New York City(New York),** New York, Unemployment, Occupational mobility, Personnel selection, Upgrading, Organizations, Government policies, Discrimination, Labor unions, Socia psychology, Attitude surveys, Abilities, Experience, Manpower utilization, Ethnic groups, Social services, Employers.

PB-299 849/0/XCB PC **A06/MF A01**

DL-21-36-78-33
Metropolitan Labor Markets in Transition: A Study of Seven SMSAs - Atlanta, Denver, Buffalo, Phoenix, Columbus (Ohio), Nashville, Charlotte. Final rept.,
Columbia Univ., New York. Conservation of Human Resources Project.
T. M. Stanback, and T. J. Noyelle. Apr 81, 196p
DLETA-21-36-78-33-1

The study identifies critical dimensions of changes in metropolitan labor markets during the 1970s. It sets forth the record as regards the combined effect of the rise of services and the process of white collarization for the U.S. labor force and discusses applicability of findings for seven metropolitan labor markets--Atlanta, Denver, Buffalo, Phoenix, Columbus (Ohio), Nashville and Charlotte--using the 10 percent sample of the Social Security Continuous Work History Sample (period 1971-1975). Differences among the seven SMSAs are identified by means of Social Security data and profiles of individual city based on field studies and relevant statistical material. Differences are found to arise from variations in cities' economic mission, industry mix and institutional structure.

Keywords: **Manpower, Urban areas,** Services, Economic development, Employment, Ethnic groups, Males, Females, Professional personnel, Skilled workers, Municipalities, Mobility, Labor market.

PB82-152950/XCB PC **A09/MF A01**

DL-21-36-78-37
Public Service Employment in the Rural South. Executive summary 1977-1980,
New York State School of Industrial and Labor Relations, Ithaca.
V. M. Briggs, B. Rungeling, and L. H. Smith. Aug 81,
16p DLETA-22-36-78-37-2

The report is the executive summary which examines the structure, operation, and effectiveness of public service employment programs (PSE) created under the Comprehensive Employment and Training Act in the rural South.

Keywords: **Employment, Rural areas,** Low income groups, Minority groups, Specialized training, Georgia, Mississippi, Policies, Social welfare, Comprehensive Employment and Training Act of 1973.

See also PB82-124132. Prepared in cooperation with Mississippi Univ., University. Center for Manpower Studies.

PB82-124124/XCB PC **A02/MF A01**

DL-21-36-78-39
Demonstration/Research Project for Maximizing the Integration of Local Labor into the Regional Apple Industry. Rept. for Mar 79-Jun 80,
William H. Miner Agricultural Research Inst., Chazy, NY.
C. H. Wiley, J. Heintz, J. Gore, and P. Gore. Jun 80,
270p

The objective of the Project was to investigate the possibilities for maximum use of domestic labor by the Champlain Valley apple industry without affecting the economic viability of the industry or limiting its expansion. Consultations with experts and a survey of 1978 local pickers provided the basis for the following demonstration areas: developing a public service media campaign, designing training and safety programs and implementing a child day care facility, a transportation network and improvements in working conditions in the field. A second random survey showed that the media campaign, the training programs and improved working conditions enhanced positive attitudes in local pickers. Rising production trends pose a serious question about the availability of sufficient local labor to harvest the apple crop. The continued use of off-shore labor is recommended, at present, to maintain the viability of the Northern New York apple harvest, but efforts to determine the capacity and maximum use of local labor should continue.

Keywords: **Employment, Manpower utilization, Apples,** Agriculture, Farm management, Job satisfaction, Attitudes, New York, Public relations, Unskilled workers, Industrial training, Northern Region(New York), Labor force participation.

PB80-213572/XCB PC **A12/MF A01**

DL-21-36-78-54
Structure and Determinants of Youth Unemployment: An Empirical Analysis of Black-White, Male-Female Differences. Final rept. Sep 79-Aug 80,
Columbia Univ., New York. Center for the Social Sciences.
L. S. Leighton. Jul 80, 114p

This research examines the structure and determinants of unemployment among young men and women. The National Longitudinal Surveys from 1968 through 1971 are utilized. Respondents included blacks and whites between the ages of 16 and 24. The unemployment rate over a period of time is decomposed into incidence, duration, and non-participation. To gauge which component of the rate is primarily responsible for group differences, percent differentials in the rate and its components are calculated for selected population groups. In general, higher unemployment rates are attributable to higher employment probabilities, but non-participation is also important in creating group differences, especially in male-female comparisons among blacks. With few exceptions, duration works to narrow the sex differential, and does not contribute significantly to the racial difference. Since unemployment incidence is primarily responsible for group differences, the analysis focuses on labor mobility.

Keywords: **Youths, Unemployment,** Negroes, Males, Females, Mobility, Labor force.

PB80-207657/XCB PC **A06/MF A01**

DL-21-36-79-01
Evaluation of Public Service Employment in the Home Care Field. Final rept.,
WRI, New York.
L. Glass. 1 Aug 80, 173p DLMA-21-36-79-01-1, ,
DLMA-21-36-79-02-1

The CETA/SCAA project evaluated in this report increased the availability of home care services to marginal income clients, while providing training and experience to CETA workers leading to decreased dependency on welfare and greater participation in the unsubsidized job market. The project provided jobs with six voluntary service agencies for 320 unemployed CETA-eligible persons, of whom half had been unemployed for a year or more and 43 percent had been receiving welfare. The CETA workers were better prepared, through education and experience, than non-CETA workers in similar jobs. The majority were evaluated as average or above, although non-CETA workers were evaluated more highly. CETA workers delivered 169,841 hours of in-home service. The average monthly costs of CETA were $191.21 more than welfare costs and $351.50 per month more than unemployment insurance. However, if the value of the service delivered is included, then CETA cost less then welfare or unemployment insurance. When interviewed, 76% had worked since CETA and 60% were currently employed. Former welfare clients were employed as often as those who received no previous government support.

Keywords: **Disadvantaged groups, Specialized training,** Federal assistance programs, Job analysis, Social services, Employment, Unemployment.

Prepared in cooperation with State Communities Aid Association (SCAA), New York.

PB80-213960/XCB PC **A08/MF A01**

DL-21-36-79-01
Evaluation of Public Service Employment in the Home Care Field - Supplement,
State Communities Aid Association, New York.
L. Eisner. 21 Feb 81, 26p DLMA-21-36-79-01-S

This supplement to an evaluation of a CETA VI PSE project in home care reviews the strengths and weaknesses of the project and makes recommendations for replication and for changes in CETA laws and regulations. The project's success in meeting PSE goals is attributed to three factors: the development of the program in a growing labor arena (home care), the careful screening, training and supervision of the participants, and the provision of adequate funds for project administration by the prime sponsor. The limitations identified are problems within the home care field regarding part time work, lack of services for CETA drop-outs, malfunctioning of the Employment Service, and constant changes in CETA legislation and regulations. Recommendations include integration of counseling and support services into jobs programs, elimination of the limited duration 'project' concept, improvement in the Employment Service, and institutionalization of programs successful in moving welfare recipients into the labor market via CETA. Directions for future research are also identified.

Keywords: **Disadvantaged groups, Specialized training,** Federal assistance programs, Job analysis, Social services, Employment, Unemployment, Regulations, Counseling, Comprehensive Employment and Training Act of 1973.

See also report dated 1 Aug 80, PB80-213960.

PB81-173569/XCB PC **A03/MF A01**

DL-21-36-79-25
Retirement Experience of Non-Supervisory Personnel: A Study of Three Large Corporations. Final rept.,
Columbia Univ., New York. Conservation of Human Resources Project.
D. W. Morse, A. B. Dutka, and S. H. Gray. Sep 81, 266p
DLETA-21-36-79-25-1

The present study is part of an ongoing study of the experiences of early retirees who retired between 1968 and 1978 from three large corporations. The subject of the present study is the non-supervisory personnel of these companies, almost half of whom were women. The survey questions dealt with the retirement decisions, expectations about retirement and postretirement experiences and activities, including returning to work. The responses indicate that inflation and income inadequacy, their own health and that of their spouses posed major problems for many. About one-quarter had worked postretirement, usually at jobs different from the previous and much lower paid. One-half of these worked more or less continually during retirement. Work was found to satisfy social as well as economic needs. Particular attention was given to the women respondents, especially because of their unexpectedly long work histories. The implications of the findings for current policy issues are also discussed.

Keywords: **Retirement, Incentives,** Personnel management, Males, Females, Job satisfaction, Statistical analysis, Attitude surveys, Counseling, Earnings, Policies.

PB82-160707/XCB PC **A12/MF A01**

DL-21-36-80-03
Equal Opportunity for Women in the Labor Market: Using Unions and Non-Traditional Training to Facilitate Employment Equality. Final rept.,
State Univ. of New York at Albany. Center for Women in Government.
R. Steinberg. Oct 83, 238p* R-320-6225A, DLETA-21-36-80-03

A new labor market strategy to equal employment builds on, yet goes beyond, legal precedents, while expanding and diversifying previously limited, entitlement approaches. This project examined the scope, effectiveness and limits of this new approach in two areas: union activities to organize and negotiate for women's equality and CETA-funded non-traditional occupational training programs. Recommendations are made to modify performance criteria, which take into account the advantages of NTO programs. Other barriers as well as unresolved issues are discussed.

Keywords: **Females, Employment,** Labor unions, Specialized training, Salaries, Government policies, Unemployment, Labor market.

PB84-178516/XCB PC **A11**/MF **A01**

DL-21-36-80-20
Contemporary Dissertation Research on Employment and Training. Final rept. 1961-81,
Social Science Research Council, New York.
P. S. Barth. c1965, 120p ISBN-0-911400-00-1, DLETA-21-36-80-20

This monograph contains summaries of 20 recently completed doctoral dissertations that were supported by the Department of Labor's former Doctoral Dissertation Fellowship Program. These dissertations were selected by the Social Science Research Council to represent the broad field of research being done in employment and training, and include: evaluations of government programs; labor-management issues; the job search process; discrimination and labor markets; and the labor market and the business cycle. The monograph's purpose is to facilitate the transfer of knowledge generated by dissertation research.

Keywords: **Employment, Education, Research management,** Theses, Evaluation, Economic conditions, Social welfare, Unemployment, Ethnic groups, Labor unions, Earnings, Bargaining, Taxes, Incentives, Commerce, State government, Labor relations, Job search.

Library of Congress catalog card no. 85-50111.

PB85-191641/XCB PC **A06**/MF **A01**

DL-21-36-80-22
Family Migration and Wives' Employment. Final rept. Sep 80-Aug 82,
State Univ. of New York at Albany.
G. Spitze. Jul 83, 114p DLETA-21-36-80-22

Traditionally, family migration has been explained in terms of job opportunities of individuals or family heads, treating wives implicitly as tied movers or stayers. This research builds upon recent revisions which take into account women's rising employment, using a dual-earner family model. It also tests for tied migration as a contributing cause of the sex earnings gap by measuring effects of migration on earnings and other employment characteristics and by measuring the duration of any effects found. Using data from the NLS Young and Mature Women Surveys, it is found that reasons for moving are similar for whites and blacks, and that only around five percent of moves could be precipitated by a wife's job offer or transfer. Policy implications are discussed.

Keywords: **Employment, Population migration,** Females, Earnings, Job satisfaction, Family relations, Surveys, Minority groups.

PB84-174978/XCB PC **A06**/MF **A01**

DL-21-36-80-22
Effect of Wives' Employment on Family Migration,
State Univ. of New York at Albany.
G. Spitze. 1984, 38p

The purpose of this research is therefore to understand the possible constraints that wives' employment imposes on family migration. The author tests alternative hypotheses concerning the effect of wives' employment on the decision to migrate, focusing on wives' earning capacity, employment status, fulfillment through work, and finally, the couples' sex-role attitudes. Hypotheses are derived from both economic and sociological theory. I build and test a model of this process using data on women during three decades of the life span for a recent time period.

Keywords: **Employment, Families, Migration, Marriage,** Decision making, Females, Socioeconomic factors, Women.

PB85-117505/XCB PC **A03**/MF **A01**

DL-21-36-80-26
Immigrant and Native-Born Workers in the Restaurant Industry. Final rept.,
Columbia Univ., New York. Conservation of Human Resources Project.
T. Bailey, and M. Freedman. Jan 82, 179p* DLMA-21-36-80-26-2

Each of four industry sectors, defined according to labor process, depends mainly on one particular category of worker: full-service restaurants on attached workers, intermediate restaurants on the quasi-attached, and fast-food on the unattached. In the immigrant-owned sector, quasi-attached as well as attached workers are immigrants. A large alien labor force supports the proliferation of full-service restaurants. Hiring networks are well developed; paternalistic management puts a premium on insider acceptance. As the stay of unskilled immigrants lengthens, they accumulate knowledge and capital, thus constituting a pool from which skilled workers and entrepreneurs are produced. The informality and uncertainty of the training process reduces the attractiveness of the industry for native-born workers seeking attachment. The most likely adjustment to immigration restriction would be a shift to fast-food production rather than a significant increase in wages or career-type jobs.

Keywords: **Ethnic groups, Manpower utilization,** Industrial training, Skilled workers, Unskilled workers, Upgrading, Food services, Personnel development, Youths, Females, Immigrants, Restaurants.

PB82-251729/XCB PC **A09**/MF **A01**

DL-21-36-80-32
Specification and Testing of Analytic Techniques for Projecting State and Area Industry Employment. Final rept.,
Columbia Univ., New York. Center for the Social Sciences. North Carolina Univ. at Chapel Hill. Dept. of City and Regional Planning.
H. A. Goldstein, N. A. Paulson, and E. M. Bergman.
Aug 83, 246p

The principal objective of the research was to design and test the potential for improving the validity and accuracy of single-equation regression models for projecting local industry employment. The improved specification of such models would be based upon knowledge of specific characteristics and performance of the local economy in relationship to the national economy and knowledge of the product market and key interindustry linkages of a given industry. These analyses were conducted for 200 local economies in the U.S. and a representative sample of industries. A model specification framework was developed based upon generally accepted principles of regional economic theory. The selection of the appropriate set of predictor variables in a projection model for a given industry was based upon the results of the area and industry sector analysis. Projection models were calibrated for a large sample of industries in a variety of areas and states. The calibration results and a limited set of export projection tests indicate that the accuracy of single-equation regression models for projecting local industry employment can be improved significantly with more thoughtful pre-projection analyses and equation specifications.

Keywords: **Economic forecasting, Employment, Manpower requirements,** Urban areas, Regression analysis, Models, Projections.

Prepared in cooperation with North Carolina Univ. at Chapel Hill. Dept. of City and Regional Planning. Sponsored by Employment and Training Administration, Washington, DC.

PB86-140597/XCB PC **A11**/MF **A01**

DL-21-37-78-45
Racial Discrimination and Occupational Choice: Estimates Based on a Sample of Young Men. Final rept.,
North Carolina Univ. at Greensboro. Center for Applied Research.
G. D. Jud. Oct 79, 47p DLETA-21-37-78-45-1

The study employs data from the National Longitudinal Survey (NLS) of younger men for 1970 and 1975 to examine the economic and social factors that account for black-white earnings differentials and to determinne how the effect of these socio-economic factors differ depending on the individual's chosen career path and parental background. Single equation earnings models that allow variable interactions between race, occupation, and socio-economic background are estimated, and racial, occupational, and social class differentials in the determinants of earnings and examined cross-sectionally and through time. Because the study employs a longitudinal sample of younger men, black-white differentials in the returns to training and experience (both general and firm-specific) are measured directly and possible racial differences in the level of OJT are explicitly quantified.

Keywords: **Discrimination, Ethnic groups,** Earnings, Males, Education, Socioeconomic status, Career development, Negroes, Specialized training, Unemployment, Employment.

PB80-119761/XCB PC **A03**/MF **A01**

DL-21-37-82-07
Unionization and Productivity in the Construction Industry. Final rept.,
North Carolina State Univ. at Raleigh. Dept. of Economics and Business.
S. G. Allen. Jun 84, 227p DLETA-21-37-82-07

The report examines productivity measurement and factors determining productivity levels and productivity change in construction, focusing on the role of unions. It finds almost all of the price variance in four samples of construction projects is explained by square footage. Other building characteristics have little explanatory power, suggesting square footage is a useful output indicator. Union contractors have higher productivity levels, equal profit rates and, in some cases, lower costs than nonunion contractors in commercial office building and private hospital construction. In school and public hospital construction, they have the same productivity and profits but higher costs than nonunion contractors. Differences in the behavior of unions and contractors between publicly and privately owned projects account for this pattern of results. A separate examination of union work rules shows they increase staffing levels by 3 percent and costs by 2 percent. The report finds 90 percent of the recent productivity decline in construction results from the increased share of single-family residential projects, declines in establishment size and unionization, increases in the proportions of young and female workers, and statistical shortcomings of the productivity measures, especially the price deflators.

Keywords: **Labor unions, Productivity, Construction industry,** Statistical data, Charts.

Sponsored by Employment and Training Administration, Washington, DC.

PB86-141546/XCB PC **A11**/MF **A01**

DL-21-39-75-10
Implementation of HIRE II - First Phase. Final rept. Jul-Oct 78.
Ohio State Univ. Research Foundation, Columbus.
Nov 78, 68p MEL-79-05

The report assesses the start-up phase of the Help through Industry Retraining and Employment (HIRE) II program under which Comprehensive Employment and Training Act (CETA) prime sponsors received extra funds in mid-1978 to develop private employer on-the-job (OJT) training programs for veterans. The report presents good documentation on how and why sponsors differ so much in running any program, and is a good candid roundup of the problems encountered at the local level.

Keywords: **Industrial training, Personnel development, On job training, Veterans,** National government, Federal assistance programs, Education, Employment, Manpower utilization, Businesses, Labor unions, Evaluation, Comprehensive Employment and Training Act, Training programs, Sponsors, Job development, Community involvement, HIRE 2 program.

PB-290 512/3/XCB PC **A04**/MF **A01**

DL-21-39-75-10
Area-Wide Planning in CETA (Comprehensive Employment and Training Act). Final rept. 1978,
Ohio State Univ., Columbus. Mershon Center for Education in National Security. Smith Coll., Northampton, MA.
R. B. Ripley, G. A. Franklin, J. C. Ax, D. C. Baumer, and C. E. Van Horn. 28 Feb 79, 135p DLMA-21-39-75-10-21

The report focuses on planning for Title I (now Title IIABC) of CETA at the prime sponsorship level. Results are compared on some questions with national averages and with observations in 30 other prime sponsorships in which intensive field work was done for previous studies. The most general finding is that careful planning by prime sponsorship staff does, indeed, have the potential for helping improve program performance. There is solid evidence that prime sponsorships can target their resources on the most disadvantaged part of the eligible population as measured by gross demographic characteristics without diminishing their potential for good program performance.

Keywords: **Project planning, Performance evaluation, Disadvantaged groups,** Government policies, Specialized training, Employment, Unemployment, Placement, Local government, National government, Decision making, Project management, Models, Cost analysis, Forecasting, Comprehensive Employment and Training Act, Labor force.

Prepared in cooperation with Smith Coll., Northampton, MA., and Rutgers - The State Univ., New Brunswick, NJ. Eagleton Inst. of Politics.

PB-293 302/6/XCB PC **A07**/MF **A01**

DL-21-39-78-05
Application of the Delphi Technique to the Analysis of Hispanic American Employment Problems as Related to Industrial Corporations and Universities. Final rept. 16 Dec 77-15 Dec 78,
Toledo Univ., OH.
R. V. Elicano. 15 Dec 78, 26p DLMA-21-39-78-05-1

It was determined that within the N.W. Ohio/S.E. Michigan area where Hispanic Americans are not the dominant minority group, they enjoy a very favorable image and are not perceived as facing as much discrimination and as many problems as the blacks. Their biggest problem is the scarcity of Hispanic Americans with the degrees needed by Industry. They also suffer from lack of visibility and political clout. They will have to remedy these problems if they are to get Government programs focused on their needs and problems.

Keywords: **Employment, Ethnic groups, Spanish Americans, Delphi technique,** Attitude surveys, Ohio, Michigan, Corporations, Universities, Interviews, Executives, Social perception, Discrimination, Socioeconomic status, Languages, Negroes, Organizing, Education, Industrial sociology, Government, Projects, Career development, College graduates, Degrees(Tities), Employment problems, Language fluency, Social discrimination, Administrators.

PB-289 739/5/XCB PC **A03**/MF **A01**

DL-21-39-78-64
Study of Educational Investment Returns and Labor Market Experiences of Mexican American College Graduates. Final rept.,
Kent State Univ., OH.
R. D. Raymond, and M. L. Sesnowitz. Mar 81, 285p DLETA-21-39-78-64-1

A microdata base containing the detailed survey responses of over 2400 graduates of Pan American University (PAU) from 1966-1974 is used to investigate the extent of ethnic differences in each of the following: (1) annual earnings, (2) the rate of return on an investment in higher education, (3) enrollment patterns by major field of study and (4) various aspects of job search and satisfaction.

Keywords: **Minority groups, Discrimination,** Students, Universities, Employment, Salaries, Personnel development, Females, Statistical analysis, Mexican Americans.

PB81-191231/XCB PC **A13**/MF **A01**

DL-21-42-73-05
Migration, Employment, and Occupational Mobility: a Study of Trends and Interrelations and an Evaluation of Data. Final rept.,
Pennsylvania Univ., Philadelphia.
A. R. Miller. Jan 81, 199p DLETA-21-42-73-05-1

The report utilizes data for 1955-75 (NLS and 1970 Census Retrospective data) to present evidence that: (1) Recently noted migration from metropolitan areas of the Northern regions toward the South and West is a continuation of a trend observable at least since 1955-60; (2) the primary migration flow is intermetropolitan; (3) intermetropolitan migrants in general have high educational attainment and occupational status; (4) the marked tendency for migrants to a given metropolitan area to resemble occupationally those who leave that area has continued; and (5) in general, neither occupational nor geographic mobility function very efficiently as mechanisms for effecting structural change. Each is characterized by extensive flow and counterflow and the resulting net changes are generally a small proportion of the total amount of gross mobility on the part of the individuals.

Keywords: **Population migration, Urban areas,** Employment, Mobility, Characteristics, Females, Males, Education.

PB81-157679/XCB PC **A09**/MF **A01**

DL-21-42-75-13
Exploratory Measures of Labor Market Influences of the Employment Service. Final rept.,
Pittsburgh Univ., PA. Dept. of Economics.
A. Katz. Aug 75, 113p

This report is a summary of the findings of a study of how labor exchange programs of the Employment Service affect the unemployment and earnings of ES applicants. The focus of the study was mainly methodological concentrating on experiments with techniques and data sources that might be used to monitor benefits of ES programs on a continuing basis, but substantive insights into how the ES affects individual welfare were obtained as a by-product. The report is organized into five sections. The first is an overall summary of the principal findings. Section II deals with how the ES affects the speed of job search, and through this, the unemployment of ES applicants. Section III treats the effects on individual earnings. The next to last Section is a miscellany of findings that did not tie neatly together with the previous parts. The final Section V comments on the conclusions and implications for future research.

Keywords: **Employment, Searching, Placement,** Government agencies, Services, Data bases, Earnings, Characteristics, Unemployment, Statistical analysis, Surveys, Employment Service.

PB-286 631/7/XCB PC **A06**/MF **A01**

DL-21-42-76-04
Men in the Pre-Retirement Years. Papers on the Occasion of a Conference on National Longitudinal Surveys of Men 45-64 Years of Age. Final rept.,
Temple Univ., Philadelphia, Pa. Employment and Training Administration, Washington, D.C. Office of Research and Development.
S. L. Wolfbein. 1977, 248p* DLMA-21-42-76-04

The report contains addresses by Eli Ginzberg and David Affeldt, and five papers presented at the conference: Health Limitations and Labor Market Experience during the Pre-Retirement Years, by Paul J. Andrisani; Middle Age Mobility: Its Determinants and Consequences, by Ann P. Bartel and George J. Borjas; Determinants of Poverty Status and Poverty Level Wages: A Reconsideration of Human Capital Theory, by Susan J. Miller; Factors Associated with Early Withdrawal from the Labor Force, by Harold L. Sheppard; The Effectiveness of Training Programs in Raising Earnings, by Robert E. Hall.

Keywords: **Employment, Males, Meetings,** Manpower, Earnings, Elderly persons, Mobility, Retirement, Socioeconomic status, Family(Sociological unit), Unemployment, Surveys.

PB-283 026/3/XCB PC **A11**/MF **A01**

DL-21-42-78-51
Determinants of Successful Reentry of Mature Women into the Labor Force. Final rept.,
Temple Univ., Philadelphia, PA. Dept. of Economics.
E. Appelbaum. May 80, 125p DLETA-21-42-78-51-1

The choice between a lengthy withdrawal and a more continuous pattern of labor force participation has important consequences subsequently. The 1972 wages of women following the first pattern were lower than those of women following the second; and this gap widened between 1972 and 1976. In 1972, nearly all of the gap was due to differences in productivity characteristics; but by 1976 this was no longer the case. Job satisfaction of women following the first pattern is affected by family responsibilities and husband's attitude. For women following the second pattern, it is related to the rewards from work and not to pressures from home. All post-school investments examined affect the successful reentry of women following the first pattern, as do characteristics of jobs held early in the career. Finally, it was found that working part-time after reentering has serious negative consequences for women returning after a lengthy withdrawal.

Keywords: **Environment, Occupational mobility, Females, Labor force participation,** Socioeconomic status, Job satisfaction, Family relations, Attitudes, Earnings, Salaries, Experience, Wages.

PB80-203003/XCB PC **A06**/MF **A01**

DL-21-42-78-55
Women's Labor Force Participation and Fertility: A Comparison of Evidence from the National Longitudinal Survey of Young Women and the Consumer Panels. Final rept. 1 Sep 78-1 Dec 79,
Pennsylvania Univ., Philadelphia.
E. M. Crimmins. Dec 79, 97p 5-24840, DLETA-21-42-78-55

The purpose of the study has been to replicate analyses originally done with the Consumer Panel data using data from the National Longitudinal Survey of Young Women. In spite of the differences between the two samples in demographic characteristics and the variability in operational definitions of theoretical concepts, results of these analyses relating women's employment and fertility are often similar. Where differences exist they can in part be attributed to differences between the two samples in their stages in the family life cycle; the social and economic climate at the time of marriage and early childbearing; and the socioeconomic characteristics of the sample. The relationships between employment and fertility are not the same for white and black women in the NLS sample. The findings for white women are more similar to the findings from the Consumer Panel than are those for black women.

Keywords: **Females, Employment, Fertility, Labor force participation,** Family relations, Children, Birth, Fecundity, Socioeconomic status, Economic analysis, Income, Family planning.

PB80-198534/XCB PC **A05**/MF **A01**

DL-21-42-79-07
Evaluation of the Program Effects of Project BEST (Better Employment through Skills Training). Educational Attainment and Post High School Labor Market Experiences of 1980 and 1981 High School Seniors After Participation in a Labor Market Information Pilot Program. Final rept. 1979-81,
Temple Univ., Philadelphia, PA.
R. D. Leone, and M. F. Eleey. May 83, 191p DLETA-21-42-79-07

Project BEST (Better Employment through Skills Training) is a labor-market information pilot program, developed and implemented by Universal Systems Development, Inc. in an urban public high school in Philadelphia. Participating students spend one class period per day during their final year of high school in Project BEST activities, which primarily consist of special classroom instruction, augmented by outside speakers, work shadowing, and both individual and group counseling. This report is an evaluation of the net impact of the program on the educational attainment and post high school labor market experiences of students, all of whom were black, who participated in Project BEST during the 1979-1980 and 1980-1981 school years. It is based on a quasi-experimental design using a non-randomized comparison group drawn from two other nearby public high schools in Philadelphia. Multiple regression was the primary statistical technique used to estimate net program impacts.

Keywords: **Youths, Specialized training,** Schools, Project management, Employment, Unemployment, Minority groups, Surveys, Urban areas, Vocational guidance, BEST project.

PB84-180827/XCB PC **A09**/MF **A01**

DL-21-42-82-15
Methodology to Predict the Substitutability of Robots for Factory Workers. Final rept. 1 Oct 82-1 Sep 83,
Carnegie-Mellon Univ., Pittsburgh, PA. Dept. of Engineering and Public Policy.
R. U. Ayres, and S. M. Miller. Feb 84, 124p

A framework is proposed for measuring the difficulty of substituting a robot for semiskilled and unskilled workers in factories. Motivations for the framework are given in the first paper, 'The Sensory Feedback Dependence of Assembly Tasks as a Measure of Comparative Advantage of Human Workers vis-a-vis Sensor-Based Robots', by R.U. Ayres. The basic premise is that the more a human's performance is degraded by interference with visual and tactile senses, the more inherently sense-dependent the task and the more difficult and expensive it would be to substitute a robot for a human. It is proposed that for types of tasks where there is a trade-off between performance time and precision, the relative degradation in human task performance due to sensory deprivation is a useful measure of the difficulty of replacing a worker with a robot. Results of experiments where the visual and tactile input to human subjects is degraded and the time to assemble different devices is measured are reported in the second paper, 'Human Assembly Time versus Levels of Visual and Tactile Sensory Input: Experimental Results for Five Devices', by S.M. Miller. The results show that (1) there is an inverse relationship between the amount of visual and tactile sensory input and the time required to assemble a device, (2) that the relative degradation in assembly time due to sensory deprivation varies greatly across different assembly jobs, and (3) that assembly jobs which are extremely sensitive to the degradation of visual and/or tactile input can be identified. Estimates of the sensitivity of elemental manipulative subtasks (e.g. reach, grasp, move position, turn) to degradations in visual and tactile input are also reported.

Keywords: **Robots, Foreign technology,** Substitutes, Assembling, Production engineering, Time studies, Productivity, Work measurement.

PB85-160505/XCB PC **A06**/MF **A01**

DL-21-48-75-07
Industry Response to the California Agricultural Labor Relations Act,
Texas Univ. at Austin. Center for the Study of Human Resources.
S. E. Hayes. Dec 79, 199p

The report describes the agricultural labor market in California and its major institutions historically and in the present day. It discusses the complexity and magnitude of California agricultural employment, including the diversity and geographic dispersion of crops, variations in timing and type of labor demand, employment information problems and the farm labor contractor system. The relationships within and between California employer organizations and farm worker unions, their attitudes toward agricultural labor relations legislation during the last decade, and the gradual movement in the 1970's to passage of the California Agricultural Labor Relations Act are presented. There is an extensive discussion of the provisions of the Agricultural Labor Relations Act as they compare to the National Labor Relations Act, as well as an analysis of some of the most important features of the growing body of case law being developed by the Board and accompanying court decisions. The impact of the California Agricultural Labor Relations Act on a number of important areas is assessed.

Keywords: **Manpower, Farm crops,** California, Employment, Salaries, Fringe benefits, Labor unions, Attitudes, Labor market.

Prepared in cooperation with Sonoma State Univ., Rohnert Park, CA.

PB82-164963/XCB PC **A09**/MF **A01**

DL-21-48-75-07
Attempting to Rationalize Agricultural Labor Markets: A Review of Experiences with Citrus Harvesting in the Lower Rio Grande Valley. Final rept.,
Texas Univ. at Austin. Center for the Study of Human Resources.
R. W. Glover. Jul 81, 86p DLMA-21-48-75-07-1

This report provides an overview of efforts to improve the labor market for farm workers in the citrus industry of the Lower Rio Grande Valley of Texas under the Citrus Labor Market Demonstration Project from 1974 to 1977. A primary aim of the effort was to increase productivity and incentives for workers to remain in citrus harvest work on a more stable basis. Meeting this objective would enable the industry to utilize legal U.S. workers rather than relying on undocumented foreign workers. Researchers worked with five packinghouses who agreed to cooperate with the project in varying degrees. Efforts were conducted in four areas: (1) improvements in fruit handling methods, (2) development of company crews hired directly by the packinghouse, (3) development of a variable piece rate system that adjusted to the amount of effort put to picking and (4) finding alternative employment during the off-season. For a variety of reasons discussed in this report, none of the attempts could be declared successful.

Keywords: **Citrus fruits, Harvesting, Labor market, Rio Grande VAlley(Texas),** Employment, Personnel development, Farm management, Agricultural economics, Texas, Job development, Payment systems.

PB82-169277/XCB PC **A05**/MF **A01**

DL-21-48-77-19
Apprenticeship Opportunity Center Demonstration Project. Final rept. Jun 77-Mar 81,
Texas Univ. at Austin. Center for the Study of Human Resources.
R. Mackay. Dec 81, 124p* DLMA-21-48-77-19-1

The report gives the results of an 18 month demonstration project conducted to test the feasibility of establishing 'one-stop' opportunity centers (AOCs) in the metropolitan areas of Portland, Oregon and Houston, Texas. An AOC is a centralized single-site intake center for all registered apprenticeship programs in an area. The purpose of an AOC is to simplify and streamline the apprenticeship application process by reducing information and job search time and expense for applicants and by reducing the time and expense expended by apprenticeship programs in disseminating information and administering the application process. The AOC was also to become the focal point for apprenticeship in the community in order to increase the knowledge and awareness of apprenticeship and to make apprenticeship available to a modern population.

Keywords: **Apprenticeship, Personnel selection,** Craftsmen, Counseling, Skilled workers, Males, Females, Minority groups, Negroes, Labor unions, Placement, Vocational guidance.

PB82-165556/XCB PC **A06**/MF **A01**

DL-21-48-78-06
Occupational Mobility and the Process of Assimilation of Mexican Immigrants to San Antonio, Texas: A Longitudinal Analysis. Final rept.,
Texas Univ. at San Antonio. Div. of Social Sciences.
C. A. Shifflett, and R. J. Harris. Jun 79, 81p DLMA-21-4-78-06-1

The study examines the career patterns of 132 Mexican American male heads of household whose names were chosen at random from the San Antonio City Directory of 1977. Each person was contacted for a 45 minute interview, and information was collected on the head, his parents, and his grandparents to get a three generation perspective. The results were compared with a National Opinion Research Center sample of Anglo males from southern S.M.S.A.'s.

Keywords: **Ethnic groups, Career mobility,** Assimilation, Education, Spanish language, Bilingualism, Households, Interviews, Surveys, Texas, Mexican Americans, San Antonio(Texas).

PB-299 862/3/XCB PC **A05**/MF **A01**

DL-21-48-78-08
Manpower Impact of Mexico's Peso Devaluation of 1976 on Border Labor Markets in Texas,
Pan American Univ., Edinburg, TX. School of Business Administration.
G. Cardenas. Aug 79, 121p DLETA-21-48-78-08-1

The major purpose of the study is to examine the manpower impact of Mexico's peso devaluation on American border labor markets in Texas. The study assesses the nature of the peso devaluation impact in four SMSA's, namely, Laredo, Brownsville, El Paso, and McAllen. It provides a thorough analysis of the causes and effects of the devaluation, and provides a perspective of the manpower status of the border region in Texas. Special consideration is given to an analysis of the Mexican economy in the past and present and the impact of the Mexican economy on the American border. The study includes an analysis of employment, unemployment, retail sales, and other indicators that may explain the nature of the peso devaluation impact. The manpower and policy implications of this problem are also included in the study.

Keywords: **Employment, Texas, Mexico, Devaluation(Money),** Unemployment, Economic impact, Manpower, Socioeconomic status, Demography, Income, Economic factors, Economic models, Sales, Commerce, Money, Monetary policy, Labor market.

PB80-120587/XCB PC **A06**/MF **A01**

DL-21-48-78-12
Human Capital Model and Discrimination: The Roles of Schooling, Experience, and Functional Literacy in Texas. Final rept. Nov 77-Apr 79,
Southwest Educational Development Lab., Austin, TX.
S. J. Greenfield, and J. Vrooman. 1979, 56p DLMA-21-48-78-12-1

The study examined the earnings determination process of white, black, and Hispanic males within the Texas labor market. A recursive model of this process was formulated and tested using data from the Opinion Research Corporation's Survey of Literacy. The results of the analyses indicated that the earnings process differed among the groups studies and that remedial policies must be directed at the specific causes which result in earnings disparity.

Keywords: **Earnings, Males, Ethnic groups,** Education, Literacy, Negroes, Specialized training, Statistical analysis, Surveys, Texas, Models, Labor market.

PB-299 854/0/XCB PC **A04**/MF **A01**

DL-21-48-78-15
Analysis of Career Patterns and Problems Among Mexican-American College Graduates. Final rept.,
Texas Univ. at San Antonio. Center for Studies in Business, Economics and Human Resources.
S. Gould, E. Rodriguez, and Y. Penley. 15 Feb 79, 135p DLMA-21-48-78-15-1

The study investigates the career experiences of 111 Mexican-American college graduates in San Antonio, Texas. The results indicate that the upwardly mobile Mexican-American college graduate has: (1) a high tolerance for ambiguity; (2) received good grades in high school; (3) a moderate need for achievement; (4) a high motivation to manage; (5) feelings of success; and (6) a high protestant work ethic. The upwardly mobile Mexican-American college graduate recommends changing employers when advantageous rather than staying with a single employer. Developing competency and a broad experience base as well as devising specific upwardly directed career goals also appear to be characteristics of the upwardly mobiles. Organizations with little expansion, tight budgets, low intraorganizational transfers and a climate not supportive toward developing minority employees were seen as being significant career barriers.

Keywords: **Career development, Ethnic groups,** Minority groups, Attitude surveys, Employment, Career mobility, Motivation, Personnel development, Upgrading, Personality, Texas, San Antonio(Texas), Mexican Americans, College graduates.

PB-299 675/5/XCB PC **A07**/MF **A01**

DL-21-48-78-24
Private Returns on Investment in Education: An Analysis of Returns to Mexican Americans Graduating from Texas A and I University, Kingsville, Texas. Final rept. Jan-Dec 78,
Texas A and I Univ., Kingsville.
J. E. Rossman. Dec 79, 34p DLETA-21-48-24-1

Present value methods produced rate of return estimates of 8 percent for Mexican Americans and 11 percent for non-Americans who attended and graduated from Texas A&I University. Estimated returns based on the ratio of income gains to costs for Mexican Americans ranged from -4 percent for education to 24 percent for engineering. Second only to engineering, was the return to business school graduates of 18 percent. Education a traditional career path for many Mexican Americans offered no monetary rewards, even for those obtaining a Master's degree in Education. A 3 percent return indicated for a Master's degree in Education was generated by those receiving a Master's degree with a major or minor in School Administration. No appreciable difference in salary was received by those individuals holding a Master's degree in Education over those with a Bachelor's degree, unless a major or minor in School Administration was indicated.

Keywords: **Return on investment, Income, Mexican Americans, College graduates,** Education, Students, Engineering education, Earnings, Salaries, Employment, Universities, Texas.

PB80-125966/XCB PC **A03**/MF **A01**

DL-21-48-78-65
Selection and Work Group Integration of Unemployed Mexican Americans into CETA Public Service Employment: A Case Study,
Texas Univ. at San Antonio.
S. Gould, and L. E. Penley. 1981, 187p

This study investigates the work integration of CETA public service employees. Work integration is a term which is used to indicate a number of behaviors and attitudes which are associated with the characteristics of a well adjusted and productive employee. The study involves the investigation of 253 CETA employees of the City of San Antonio, Texas. Data were gathered through questionnaires from the subjects and their supervisors. Additional data were obtained from personnel records. The objective of the study was to gain information with regard to personal, supervisory, and work group characteristics which enhance or hinder work integration.

Keywords: **Employment, Minority groups,** Ethnic groups, Performance, Job satisfaction, Surveys, Government employees, Local government, Texas, San Antonio(Texas).

PB82-225483/XCB PC **A09**/MF **A01**

DL-21-49-80-06
Job Search: A Review of the Literature. Final rept.,
Olympus Research Centers, Salt Lake City, UT.
S. L. Mangum. 1 Feb 82, 178p DLMA-21-49-80-06-02

The labor exchange process involves the successful completion of two sub-processes -- job search and recruitment. This research reviews the theoretical, empirical, and commercial literature related to these processes, with particular attention paid to what lessons for the teaching of job search training emerge from the literature. Among the findings of this literature review are the following: (1) the realization that the commercial literature is extremely selective and not applicable to all job seekers; (2) that for job search to be successful it must be treated as a full time job and a variety of search methods employed; (3) that an important ingredient of successful search is the packaging and motivating of the individual and such factors can be taught; (4) the positive impact of the group search or club concept; and (5) the need to structure job search training efforts to the occupational, ethnic, and personal characteristics of the individual client.

Keywords: **Employment, Recruiting, Bibliographies, Placement,** Specialized training, Manpower utilization, Personnel selection, Unemployment, Job analysis, Careers, Occupations.

PB82-260480/XCB PC **A09**/MF **A01**

DL-21-49-80-06
State of the Art in Job Search Training. Interim rept. 1 Jan 80-30 Sep 81,
Olympus Research Centers, Salt Lake City, UT.
M. Johnson. 1 Feb 82, 143p DLMA-21-49-80-06-01

The research included 30 visits to sites selected for unique modeling dimensions and analysis of program materials from additional sites. The study found that: (1) Job Search Training is an important and valuable employability tool for different types of job seekers - relatively short term, low cost and effective. (2) Programs have suffered from persistent neglect from national policy makers and administrators. Hence, there is duplication of effort, underutilization, and inadequate national standards for measuring costs and outcomes. The study identified minimum needs, gaps, and unanswered questions. (3) Programs appear to be overinfluenced by the private sector white collar, professional orientation toward job search with inadequate attention to hiring processes and environments in other occupations and settings. (4) The content or substance of what is taught in many programs reflects the sparse labor market orientation of many major program designers. ORC recommended a series of corrective actions.

Keywords: **Employment, Specialized training,** Counseling, Evaluation, Group dynamics, Motivation, Standards, Unemployment, Vocational guidance, Placement, State of the art.

PB82-260654/XCB PC **A07**/MF **A01**

DL-21-49-80-06
Evaluation of JOB TRACK: A Youth Job Search Demonstration. Interim rept. 1 Jan 80-30 Sep 81,
Olympus Research Centers, Salt Lake City, UT.
D. C. Roberts. 1 Feb 82, 167p DLMA-21-49-80-06-3

JOB TRACK, as it operated in this period of the demonstration, was a two-day, non-stipended job search training program serving youth in San Francisco. The program is operated by the California Employment Development Department and the Mayor's Office of Employment and Training. The program demonstrated substantial impact as a result of the training: (1) Fifty percent of the participants found jobs in an average of 13 days compared to an expected average of 26 days; (2) At the last follow-up 12 weeks after the program, 66 percent of the participants had found jobs as compared to an expected rate of 49 percent. In the process of achieving its positive outcomes, the program produced marked changes in the participants' job search knowledge and job finding behavior. However, with no incentives to attract youth, the program experienced continuing problems of underutilization. The report presents findings about the youth search for work and documented that the youth transition from school to work was far more volatile than originally conceived.

Keywords: **Employment, Specialized training,** Education, Manpower, Youths, Effectiveness, Unemployment, Schools, California, Utilization, Incentives, San Francisco(California).

PB82-263195/XCB PC **A08**/MF **A01**

DL-21-49-80-06
Getting Youth on the Job Track: A Description and Evaluation of a Job Search Training Program. Final rept. Apr 81-Sep 82,
Olympus Research Centers, Salt Lake City, UT.
M. Johnson, and D. Roberts. 30 Sep 82, 230p DLMA-21-49-80-06

JOB TRACK is a job search training program for unemployed youth in San Francisco, under the aegis of the public employment service. Though effective in shortening the period of unemployment for participants, the program suffered from underutilization and an unfavorable cost effectiveness ratio. Model changes were introduced which included the payment of an expense allowance to participants of $5.00 per day for a total of $50.00; bus display posters and increased cycle frequency, with the following results: (a) The rate of job finding at six weeks was increased by 32% in a sharply declining labor market; (b) The cost per obtained employment' was reduced from $672 to $212; (c) The cost per participant was reduced from $336 to $117; (d) New participants a week increased over 600%; (e) Retention of enrollees increased over 300%; (f) Average expense allowance paid per enrollee was $31.77. Though the program is replicable, further demonstration in different environments is desirable.

Keywords: **Personnel, Job analysis, Personnel development, Youths, Job search training,** Personnel management, Public relations, Unemployment, Evaluation, California, Effectiveness, Employment, Cost analysis, Job track, Employment service, San Francisco(California).

PB83-190025/XCB PC **A11**/MF **A01**

DL-21-49-81-14
Temporary Help Supply Service and the Temporary Labor Market. Final rept. Jan 81-Sep 82,
Olympus Research Centers, Salt Lake City, UT.
D. Mayall, and K. Nelson. 14 Dec 82, 165p* DLMA-21-49-81-14-1

The Temporary Help Supply Service (THS) is a private sector industry that brings together workers and work assignments and provides both workers and employers with added labor market flexibility. The industry has increased eight-fold over the past 15 years, becoming a major labor market institution providing temporary work assignments to over two million persons annually. A model of the temporary labor market was developed, based on case studies in ten industry sectors, and tested with data from a national sample of employers. In this model, an employer's staff is viewed as consisting of a core and a periphery. Core employees have permanent full-time attachment to the firm, and incentives to discourage turnover. Employers reduce labor costs by using peripheral employees to meet temporary work needs. The employer incurs transaction costs in hiring peripheral workers. The THS service can reduce the transaction costs, as well as reduce search costs for workers.

Keywords: **Employment, Manpower utilization,** Cost analysis, Personnel management, Industrial management, Temporary Help Service.

PB83-190066/XCB PC **A08**/MF **A01**

DL-21-51-78-22
Report on Project to Test the Feasibility of Developing Data on Nonregistered Apprentices by Occupation and Industry and by State Using Two Ongoing Statistical Programs. Final rept.,
Manpower and Education Research Associates, Arlington, VA.
S. Swerdloff. May 78, 58p

Comprehensive statistical data on apprentices not registered in Federal or state apprenticeship programs are needed to help improve and expand the apprenticeship system in the United States. Because the State-National Apprentice Reporting System collects data on registered apprentices and the Occupational Employment Statistics Program collects occupational data by industry from employers, these programs are examined to determine their potential use as sources for data on nonregistered apprentices. The study uncovers serious data problems inherent in the two programs. However, a number of probable causes are identified and recommendations are provided to correct or minimize the large discrepancies in current apprentice estimates.

Keywords: **Apprenticeship, Statistical data, Data sources, On job training, Trainees, Data collection, Training,** States(United States), Manpower utilization, Feasibility, Industries, Reporting, Education, National government, State government, Occupational surveys, Feasibility studies.

PB-287 192/9/XCB PC **A04**/MF **A01**

DL-21-51-78-52
Job Shopping Among Young Men. Final rept. Jul 78-80,
Virginia Univ., Charlottesville. Dept. of Economics.
W. R. Johnson. Jul 80, 38p

The causes and effects of job mobility among young men are examined with data from the National Longitudinal Survey of Young Men. The effect of job mobility in the first five years of a worker's career is to improve matches between workers and jobs, while mobility in the second five years does not appear to be efficient since it reduces wages and increases wage dispersion. Early mobility can be explained by unlucky first job matches and imperfect information about the labor market. Later mobility is reduced only by formal education. Race and family background do not affect job mobility when other factors are accounted for. Hence, the conclusion that some identifiable racial or social groups have 'pathological' rates of job mobility does not seem to be warranted.

Keywords: **Career development, Youths,** Males, Mobility, Salaries, Personnel development, Education.

PB80-212640/XCB PC **A03**/MF **A01**

DL-21-51-80-17
Study of the Utilization of Retired Teachers as a Supplementary Educational Resource. Final rept.,
JAIM Research, Inc., Alexandria, VA.
R. H. Walther. Nov 80, 28p DLMA-21-51-80-17-1

The document reports the research component of a project designed to (a) test the availability and effectiveness of retired teachers as volunteer tutors in reading and math and (b) determine if retired teachers will want to use their skills and, whether this will give them satisfaction and a sense of accomplishment. The demonstration project was conducted for one year tutoring second and fourth grade students in two schools. Major problems were encountered with the pre- and post-test scores which prevented their use for comparing experimental and control groups.

Keywords: **Instructors, Children,** Retirement, Schools, Education, Statistical analysis, Tutors, Teacher retirement, Volunteers.

PB83-139824/XCB PC **A03**/MF **A01**

DL-21-53-81-07
English Language Proficiency, Occupational Characteristics and the Employment Outcomes of Mexican-American Men. Final rept.,
Battelle Human Affairs Research Centers, Seattle, WA.
S. D. McLaughlin. 17 Jun 82, 119p DLMA-21-53-81-07-1

Several models of the employment outcomes process are estimated in order to determine the effects of human capital, immigrant status, English language proficiency and a set of occupational characteristics on the employment and earnings of Mexican-American males. A comparison is also made between native-born, English proficient Mexican-Americans and a sample of white, native-born English proficient non-Hispanics. The results indicate that the employment outcomes of Mexican-Americans is largely determined by human capital and occupational characteristics.

Keywords: **Employment, Ethnic groups, Mexican Americans,** English language, Job description, Earnings, Economic models, Males.

PB83-156356/XCB PC **A06**/MF **A01**

DL-21-55-76-11
Project JOIN (Job Options and Innovations) - Final Report. Rept. for Jun 76-Jun 79,
Wisconsin Dept. of Employment Relations, Madison. Div. of Human Resource Services.
M. Cirilli, and D. Jones. Jun 79, 95p DLMA-21-55-76-11-1

Project JOIN explored and developed strategies and alternatives to standard work scheduling in order to increase productivity of state employees and concomitantly increase their job satisfaction. Special attention was given to the value of these new patterns to women, older workers and handicapped persons in order to best utilize the human resources they represent.

Keywords: **Government employees, Wisconsin,** State government, Civil service, Scheduling, Productivity, Job satisfaction, Manpower utilization, Personnel management, Professional personnel.

See also PB-299 669.

PB-299 668/4/XCB PC **A05**/MF **A01**

DL-21-55-76-11
Project JOIN (Job Options and Innovations) - Manual for Replication. Final rept. Jun 76-Jun 79,
Wisconsin Dept. of Employment Relations, Madison. Div. of Human Resource Services.
M. Dirilli, and D. Jones. Jun 79, 43p DLMA-21-55-76-11-2

The Manual for Replication is a step by step procedural guide for employers interested in instituting job sharing. Preceding the actual implementation, the first step may constitute a supportive policy from top management. Statutes, personnel (including fringe benefits) and budget systems are analyzed for potential barriers to hiring two people into one position. If gaining organizational support for the project may be a problem, a board composed of key organizational and appropriate unions personnel may be established to work out problems. There are a variety of ways to identify positions for job sharing - including a survey of existing employees to determine those who may prefer a reduced schedule or choosing a vacant position which is amenable. An analysis of the position is then in order for assigning duties. The people who will share the position can then be recruited from outside the organization or within.

Keywords: **Government employees, Wisconsin,** State government, Civil service, Scheduling, Productivity, Job satisfaction, Manpower utilization, Personnel management, Professional personnel.

See also PB-299 668.

PB-299 669/2/XCB PC **A03**/MF **A01**

DL-21-55-76-11
Part-Time Work: A Multiperspective Analysis. Final rept. Jun 76-Jun 79,
Wisconsin Univ.-Madison. Dept. of Economics.
S. F. Meives. Jun 79, 317p DLMA-21-55-76-11-F

The Job Options and Innovations project (Project JOIN) asked supervisor in state govrnment agencies to identify vacant full-time technical, paraprofessional and professional positions that could lend themselves to job sharing, and currently filled full-time positions in which an incumbent employee wished to reduce to half-time. Using data obtained from Project JOIN, the objective of this study is to provide empirical evidence on some of the major issues surrounding part-time work from both the employee and employer perspectives.

Keywords: **Job analysis, Productivity, Job satisfaction, Part time jobs,** Employment, Environment, Work elements, Production control, Scheduling, Personnel, Civil service, Work environment, Working hours, Task analysis.

Prepared for Wisconsin Dept. of Employment Relations, Madison. Div. of Human Resource Services. Research Report on Project JOIN (Job Options and Innovations), A Job-Sharing Endeavor. See also report dated Oct 78, PB-289 252.

PB-301 278/8/XCB PC **A14**/MF **A01**

DL-21-55-78-32
Behavioral Consequences of Job Search and Recruitment Practices: A Review. Final rept.,
Wisconsin Univ.-Madison. Industrial Relations Research Inst.
D. P. Schwab. Jun 80, 135p

The report consists of three reviews and an overall summary. The first, 'Organizational recruiting and the decision to participate', is a general review of theory and research on organizational and individual decisions leading to employment. The second, 'Individual reactions to organizational recruiting: A review', (with Rynes and Heneman) reviews research on the effect of recruiting. The last, 'From applicant to employee: Gatekeeping in organizations', (with Olian) reviews research on how organizations evaluate job applicants.

Keywords: **Decision making, Employment,** Job analysis, Behavior, Salaries, Performance, Recruiting, Personnel selection, Mobility.

PB81-101792/XCB PC **A07**/MF **A01**

DL-21-55-79-10
Pre-Retirement Work Options. A Demonstration Project to Develop and Test Alternative Employment Patterns for Older Workers in Wisconsin Civil Service. Volume I: Project Implementation. Final rept. Jun 79-Dec 81,
Wisconsin Dept. of Employment Relations, Madison.
M. Cirilli, D. Lindner, W. Jones, M. Mullen, and D. Schmitz. Dec 81, 85p* DLMA-21-55-79-10-8

Pre-Retirement Work Options developed and tested Alternative Work Patterns for Older Workers in Wisconsin Civil Service. PRWO consisted of two components: implementation and research. Volume I relates how Alternative Work Pattern positions were identified, the process of gaining the cooperation of supervisors and administrators and documenting effects of working part-time before retirement. This volume highlights the project goals and accomplishments as well as identifies systemic changes needed to allow for a smoother transition to retirement.

Keywords: **Personnel management, Elderly persons,** Civil service, Government employees, State government, Wisconsin, Attitudes, Job satisfaction, Employment, Retirement.

See also Volume 2, PB83-107243.

PB83-107235/XCB PC **A05**/MF **A01**

DL-21-55-79-10
Pre-Retirement Work Options. A Demonstration Project to Develop and Test Alternative Employment Patterns for Older Workers in Wisconsin Civil Service. Volume II: Evaluation Report. Final rept. Jun 79-Dec 81,
Wisconsin Univ.-Madison.
K. C. Holden, and T. W. Bosworth. Dec 81, 167p* DLMA-21-55-79-10-8

Pre-Retirement Work Options developed & tested Alternative Work Patterns for Older Workers in Wisconsin Civil Service. PRWO consisted of two components: implementation & research, Volume I & II. Volume II details the results of the research conducted by the University of Wisconsin. The research evaluated the interest of older state workers in reducing their hours of work prior to retirement & the effect on job satisfaction & performance of a group of workers who reduced from full-time to part-time work. This volume highlights the research activities.

Keywords: **Personnel management, Elderly persons,** Civil service, Government employees, State government, Wisconsin, Attitudes, Job satisfaction, Employment, Retirement.

See also Volume 1, PB83-107235.

PB83-107243/XCB PC **A08**/MF **A01**

DL-21-55-79-27
Hispanic Origin Workers in the U.S. Labor Market: Comparative Analyses of Employment and Earnings. Final rept. 1 Sep 70-31 Oct 81,
Wisconsin Univ.-Madison. Dept. of Rural Sociology.
M. Tienda, R. Angel, M. Bowman, G. Borjas, and R. S. Cooney. Oct 81, 394p* DLETA-21-55-79-27-2

This volume represents a major exploitation of the Hispanic subsample of the Survey of Income and Education (SIE)--a special national survey undertaken between April and July 1976 to provide data sufficiently detailed to allow disadvantaged groups to be identified. The book begins with a detailed set of descriptive statistics and commentary delineating the demographic and economic profile of the Hispanic population in order to set the stage for the ten analytic chapters that follow. Each chapter is summarized briefly in the full Executive Summary.

Keywords: **Employment, Income, Wages, Spanish americans,** Earnings, Minority groups, Unemployment, Demography, Socioeconomic status, Unskilled workers, Labor market.

PB82-255944/XCB PC **A17**/MF **A01**

DL-21-81-77-28
Migrant Outsettlement and the Urban Labor Market: A Socio-Economic Profile of Outsettled Chicano Families in Five Middlewestern States. Final rept. Nov 77-Oct 78,
League of United Latin American Citizens, South Bend, IN.
F. Vega. 20 Nov 78, 242p DLMA-21-18-77-28-1

The profile is intended to help DOL meet the employment and job training needs of recently outsettled Chicano migrant families. The study contains a model of urban Labor market candidates who have settled out of the Chicano farm labor migrant stream and have sought alternative employment opportunities in at least one of five middlewestern states. Because the respondant level was lower than anticipated, an analysis of data is applicable to only the research population. The data shows that respondants are older than other Hispanics, live below poverty levels, employed in unskilled and semi-skilled positions, prefer to communicate in Spanish and have not participated in a job training program.

Keywords: **Population migration, Employment, Socioeconomic status, Mexican Americans,** Ethnic groups, Migration, Unemployment, Occupational mobility, Urban areas, Demography, Experience, Illinois, Indiana, Iowa, Michigan, Wisconsin, Industrial training, Peoria(Illinois), South Bend(Indiana), Davenport(Iowa), Lansing(Michigan), Racine(Michigan), Training.

PB-300 726/7/XCB PC **A11**/MF **A01**

DL-21-91-78-56
Social Security and the Labor Supply of Older Men. Final rept. Sep 78-Aug 80,
University of Western Ontario, London.
G. Carliner. 1 Aug 80, 123p DLMA-21-91-78-5F

The Social Security earnings test currently reduces benefits by fifty cents for each dollar earned above a certain exempt amount. Increasing the exempt amount or eliminating the earnings test altogether might: (1) encourage men who retire completely under current rules to work part time; (2) encourage pensioners who currently work part time to work more hours; and (3) encourage workers who currently receive no benefits even though they are eligible, to become pensioners and work fewer hours. Regression results using data from the National Longitudinal Survey of Older Men suggest retirement behavior. The estimated effects of wage rates and benefit levels also suggest the eliminating the earnings test will not increase labor supply but will increase the net cost to the government of Social Security pensions.

Keywords: **Social security, Manpower, Males, Labor force participation,** Retirement, Pensions, Salaries, Benefit plans, Economic analysis, Working hours, Wages.

PB80-212566/XCB PC **A06**/MF **A01**

DL-22-36-78-37
Public Service Employment in the Rural South,
New York State School of Industrial and Labor Relations, Ithaca.
V. M. Briggs, B. Rungeling, and L. H. Smith. Aug 81, 377p

The existance of a large poverty population, a demonstrated lack of local leadership enthusiasm for government programs and an administrative structure removed from the people whom the program serves, provide the foundations for a strong assumption that PSE in the rural South may be a unique program relative to the rest of the nation. The purpose of this study is to examine the experience and applicability of the public service employment programs created under CETA in the rural South. This examination, involves assessment of the administration, organization and functioning ability of the PSE program as it has sought to meet its stated objectives in a region with a vast economically deprived population. This study will also focus on the manner and degree to which the political and economic structures in rural areas may encourage or inhibit the operation of the available PSE programs.

Keywords: **Employment, Rural areas,** Low income groups, Minority groups, Specialized training, Georgia, Mississippi, Policies, Social welfare, Comprehensive Employment and Training Act of 1973.

See also Executive Summary, PB82-124124.

PB82-124132/XCB PC **A17**/MF **A01**

DL-23-06-76-04
Pilot Evaluation of the Impact of the United States Employment Service. Final rept.
SRI International, Menlo Park, CA.
Jan 79, 306p MEL-79-02

The report presents the findings of a pilot study to determine the feasibility of undertaking a national evaluation of the net impact of the Employment Service's (ES) labor exchange activities on users of its services. The pilot survey, which tracked approximately 1000 unemployed applicants at 4 local ES offices, indicated the feasibility of such an effort. The findings indicated that those getting referral services get jobs sooner and earn more in the 6 months after coming to the ES than their counterparts who did not get job referrals.

Keywords: **Employment, Services, Employment opportunities,** National government, Evaluation, Placement, Personnel development, Specialized training, Surveys, Earnings, Personnel selection, Unemployment, Salaries, Statistical analysis, Job satisfaction, Experience, Employer attitudes, Employment interviews.

PB-297 485/5/XCB PC **A14**/MF **A01**

DL-23-06-78-06
Findings from a Survey of the U.S. Employment Service Counselling Program. Final rept. Nov 79-Jul 80,
SRI International, Menlo Park, CA.
T. R. Johnson, C. E. Munson, S. Weiner, A. Cohen, and M. L. Coon. Mar 81, 180p MEL-81-15

Based on questionnaire responses from counselors, counselor supervisors, local office managers, and placement interviewers in 800 local Emploment Service (ES) offices, the report describes selected characteristics of the local counseling programs, including size, local policies, how counselor activities compare to activities of placement interviewers, counseling resources, local office environment and attitudes of other staff toward counseling and characteristics of ES counselors. On a key issue for the survey, whether counseling services are distinct from the general labor exchange services provided by placement interviewers, the finding is that they do differ is some respects from the general services and in some sizable part are a distinct treatment.

Keywords: **Counseling, Characteristics,** Employment, National government, Surveys, Placement, Attitudes, United States Employment Service.

PB82-133265/XCB PC **A09**/MF **A01**

DL-23-06-78-11
Evaluation of the ES Job Information Service. Final rept.
Kyushu Electric Power Co., Inc., Fukuoka (Japan).
Sep 80, 102p MEL-80-14

The report is an evaluation of the Employment Service (ES) self-service component, the Job Information Service (JIS), run by many local offices of the U.S. Employment Service (now often called Job Service) system. The report provides data on the characteristics of JIS installations from a mail survey of local offices and from case study visits to 15 varied local ES offices. The report indicates that there has been wide diversity in the way local offices put the self-service concept into practice, and that there is no clear best approach suited for all offices. The study identifies factors to be considered by local offices in working out specific details for their JIS activity. Four models are laid out, along with types of factors local offices should consider in deciding which is the most appropriate for their circumstances.

Keywords: **Information services, Job analysis,** Employment, Models, Personnel, Manpower utilization, Salaries, Motivation, U, S, Employment Service.

PB81-123143/XCB PC **A06**/MF **A01**

DL-23-06-79-04
National Evaluation of the Impact of the United States Employment Service. Final rept. Jul 80-Dec 81,
SRI International, Menlo Park, CA.
T. R. Johnson, K. P. Dickinson, R. W. West, S. E. McNicoll, and J. M. Pfiester. Jun 83, 251p DLETA-23-06-79-04

This report presents the results of a national study to evaluate the impact of the labor exchange activities of the U.S. Employment Service (ES) on job seekers. A baseline interview was administered to approximately 8,000 new job applicants in 30 ES offices nationwide (in 27 States) between July 1980 and May 1981. Follow-up interviews were administered 6-9 months later applying for ES services. Economic impacts were measured by comparing the labor market experiences in the 6 months following application to the ES of individuals who received ES services (particularly job referrals) with those who did not receive ES services. The study found the ES to be an efficient use of public resources during the period studied. This conclusion was based on evidence of large positive earnings gains for women who received ES job referrals and very small (or zero) gains for unemployed men who received ES referrals.

Keywords: **U, Employment services,** Evaluation, Benefit cost analysis, Earnings, Placement, Employment, Manpower utilization, S, Employment Service, Labor market.

PB85-149045/XCB PC **A12**/MF **A01**

DL-23-06-79-05
Evaluation of the ES Job Service Improvement Program. Final rept. 1979-80.
Kyushu Electric Power Co., Inc., Fukuoka (Japan).
Mar 81, 175p MEL-81/03

The report evaluates the ES Job Service Improvement Program (JSIP), which establishes employer advisory committees to help improve the Employment Service and increase use of it by area employers. The report highlights the variety of approaches in practice in the use of such employer committees. The evaluators found that many committees met regularly only for a relatively short time after being established to review ES activities, but some continued to be active beyond their initial-review functions. Those who maintained activity expanded their scope beyond critique of the local office to become an ongoing advisory group and/or an information network for employers on the services of the ES and related employment issues.

Keywords: **Job analysis, Employment,** Models, Personnel, Manpower utilization, Salaries, Motivation, U, S, Employment Service.

See also PB81-123143.

PB81-243743/XCB PC **A08**/MF **A01**

DL-23-11-77-02
Job Creation Through Public Service Employment. Volume II. Monitoring the Public Service Employment Program. Interim rept. no. 6 on Volume 2,
Brookings Institution, Washington, D.C.
Mar 78, 265p*

This volume contains the interim report of The Brookings Institution to the National Comission for Manpower Policy based on onsite monitoring of Public Service Employment (PSE) operations in a structured sample of 42 political jurisdictions. The study concentrates on the employmnet effects (job creation versus displacement) of the PSE program, and is also designed to address four other types of program effects – fisical, programmatic, social, and political.

Keywords: **Employment, Disadvantaged groups,** Policies, Manpower utilization, Personnel management, Salaries, Comprehensive Employment and Training Act, Public Service Employment, Job creation.

See also Volume 1, PB-282 538, and Volume 3, PB-282 540.
Also available in set of 3 reports PC E11, PB-282 537-SET.

PB-282 539/6/XCB PC **A12**/MF **A01**

DL-23-11-77-02
Job Creation Through Public Service Employment. Volume III. Commissioned Papers. Rept. no. 6 (Final) on Volume 3,
Brookings Institution, Washington, D.C.
J. Palmer, M. Baily, R. Solow, M. Borus, and D. Hamermesh. Mar 78, 239p*

This volume contains four commissioned papers: (1) Evaluating the economic stimulus package from an employment and training perspective; (2) Public service employment as macroeconomic policy; (3) Study of the net employment effects of public service employment - econometric analyses; and (4) An essay on subsidized employment in the public sector.

Keywords: **Employment, Disadvantaged groups,** Policies, Manpower utilization, Econometrics, Personnel management, Salaries, Comprehensive Employment and Training Act, Public Service Employment, Job creation.

See also Volume 2, PB-282 539.
Also available in set of 3 reports, PC E11, PB-282 537-SET.

PB-282 540/4/XCB PC **A11**/MF **A01**

DL-23-11-77-03
Case Studies of the Impact of Federal Aid on Major Cities: City of Houston. Final rept. 1977-78,
Brookings Institution, Washington, DC.
S. A. MacManus. Nov 79, 84p MEL-79-25(2)

The report is one of a series of studies of how particular large cities have used federal aid, with emphasis on the 1977-78 'economic stimulus' expansion of the federal grants for public service employment, local public works, and antirecession fiscal assistance. The studies use a common analytic framework to enable comparisons across cities with differing economic, budgetary, and political circumstances. Each of the studies traces growth and uses of federal aid in the 1970s and provides an analysis of program benefits. The effects of federal aid on employment, political power, and government institutions are also discussed.

Keywords: **Economic Impact, Federal assistance programs, Urban areas, Grants, Houston(Texas),** Texas, Economic assistance, Public works, Employment, Urban development, Political science, Local government, Political systems, Municipal services, Agencies.

Also pub. as Federal Aid Case Studies Series Paper no. 2.

PB80-159221/XCB PC **A05**/MF **A01**

DL-23-11-77-03
Case Studies of the Impact of Federal Aid on Major Cities: City of Phoenix. Final rept. 1977-78,
Brookings Institution, Washington, DC.
J. S. Hall. Oct 79, 94p MEL-79-25(3)

The report is one of a series of studies of how particular large cities have used federal aid, with emphasis on the 1977-78 'economic stimulus' expansion of the federal grants for public service employment, local public works, and antirecession fiscal assistance. The studies use a common analytic framework to enable comparisons across cities with differing economic, budgetary, and political circumstances. Each of the studies traces growth and uses of federal aid in the 1970s and provides an analysis of program benefits. The effects of federal aid on employment, political power, and government institutions are also discussed.

Keywords: **Economic Impact, Federal assistance programs, Grants, Urban areas, Phoenix(Arizona),** Arizona, Economic assistance, Public works, Employment, Urban development, Political science, Local government, Political systems, Municipal services, Agencies.

Also pub. as Federal Aid Case Studies Series Paper no. 3.

PB80-159379/XCB PC **A05**/MF **A01**

DL-23-11-77-03
Case Studies of the Impact of Federal AID on Major Cities, City of Tulsa. Federal aid case studies series paper no. 4 (Final),
Brookings Institution, Washington, DC.
S. B. Steib, R. L. Rittenoure, and P. S. Perlich. Mar 80, 91p MEL-80-05

This is one of a series of studies of how particular large cities have used federal aid, with emphasis on the 1977-78 'economic stimulus' expansion of the federal grants for public service employment, local public works, and antirecession fiscal assistance. The studies use a common analytic framework to enable comparisons across cities with differing economic, budgetary, and political circumstances. Each of the studies traces growth and uses of federal aid in the 1970s and seeks to respond to four types of questions: (1) To what extent have cities become dependent on federal grants to pay for basic services. (2) Has the Carter Administration's Economic Stimulus Program of 1977-78 helped reduce unemployment. (3) Who benefits from the federally supported programs. (4) Who at the local level decides how the federal aid money is spent.

Keywords: **Federal assistance programs, Urban areas,** Services, Employment, Public works, Comparison, Unemployment, Municipalities, Grants, Local government, Economic development, Urban planning, Oklahoma, Case studies, Tulsa(Oklahoma).

PB80-159643/XCB PC **A05**/MF **A01**

DL-23-11-77-03
Case Studies of the Impact of Federal Aid on Major Cities, City of St. Louis. Federal aid case studies series paper no. 1 (Final),
Brookings Institution, Washington, DC.
H. J. Schmandt, G. D. Wendel, and E. A. Tomey. Oct 79, 77p MEL-79-25(1)

This is one of a series of studies of how particular large cities have used federal aid, with emphasis on the 1977-78 'economic stimulus' expansion of the federal grants for public service employment, local public works, and antirecession fiscal assistance. The studies use a common analytic framework to enable comparisons across cities with differing economic, budgetary, and political circumstances. Each of the studies traces growth and uses of federal aid in the 1970s and seeks to respond to four types of questions: (1) To what extent have cities become dependent on federal grants to pay for basic services; (2) Has the Carter Administration's Economic Stimulus Program of 1977-78 helped reduce unemployment; (3) Who benefits from the federally supported programs; and (4) Who at the local level decides how the federal aid money is spent.

Keywords: **Federal assistance programs, Urban areas, Public services,** Employment, Unemployment, Public works, Services, Municipalities, Neighborhoods, Minority groups, Economic conditions, Urban planning.

PB80-159783/XCB PC **A05**/MF **A01**

DL-23-11-77-03
Case Studies of the Impact of Federal Aid on Major Cities - City of Rochester. Federal aid case studies series paper no. 5,
Brookings Institution, Washington, DC.
S. F. Liebschutz. Apr 80, 91p MEL-80-06

The report is one of a series of studies of how particular large cities have used federal aid, with emphasis on the 1977-78 'economic stimulus' expansion of the federal grants for public service employment, local public works, and antirecession fiscal assistance. The studies use a common analytic framework to enable comparisons across cities with differing economic, budgetary, and political circumstances. Each of the studies traces growth and uses of federal aid in the 1970s and provides an analysis of program benefits. The effects of federal aid on employment, political power, and government institutions are also discussed.

Keywords: **Economic Impact, Federal assistance programs, Urban areas, Grants, Rochester(New York),** New York, Economic assistance, Public works, Employment, Urban development, Political science, Local government, Political systems, Fiscal policies, Municipal services, Agencies.

Prepared in cooperation with State Univ. of New York Coll. at Brockport. Dept. of Political Science, and Department of Commerce, Washington, DC.

PB80-173909/XCB PC **A05**/MF **A01**

DL-23-11-77-03
Case Studies of the Impact of Federal Aid on Major Cities, City of Boston: The Impact of Federal Grants on Boston in 1978. Federal Aid Case Studies Series Paper No. 7. Final rept.,
Brookings Institution, Washington, DC.
J. D. Katz. Oct 80, 95p MEL-80-15

Federal aid to Boston in fiscal 1978 had several important effects--on the city government's fiscal position and its work force, and on public and private investment in the city's economy. Among the most important and most immediate effects were those of the economic stimulus package, which combined direct fiscal aid, public service jobs, and public works. These programs gave Boston a psychological and financial boost. They helped the city stabilize an extremely high property tax rate while maintaining, and in some cases expanding, city services.

Keywords: **Federal assistance programs, Urban planning,** Urban areas, Public works, Employment, Local government, Economic development, Unemployment, Planning, Budgeting, Massachusetts, Boston(Massachusetts), Case studies.

Prepared in cooperation with Brandeis Univ., Waltham, MA. Florence Heller School. Sponsored in part by Department of Commerce, Washington, DC.

PB81-121121/XCB PC **A05**/MF **A01**

DL-23-11-77-03
Impact of Federal Grants on the City of Chicago: A Case Study for the Brookings Institution. Federal Aid Case Studies Series Paper No. 6. Final rept.,
Brookings Institution, Washington, DC.
C. J. Orlebeke. Apr 80, 133p MEL-80-11

This is one of a series of studies of how particular large cities have used federal aid, with emphasis on the 1977-78 'economic stimulus' expansion of the federal grants for public service employment, local public works, and antirecession fiscal assistance. The studies use a common analytic framework to enable comparison across cities with differing economic, budgetary, and political circumstances. Each of the studies traces growth and uses of federal aid in the 1970s and seeks to respond to four types of questions: (1) To what extent have cities become dependent on federal grants to pay for basic services. (2) Has the Carter Administration's Economic Stimulus Program of 1977-78 helped reduce unemployment. (3) Who benefits from the federally supported programs. (4) Who at the local level decides how the federal aid money is spent.

Keywords: **Federal assistance programs, Urban planning,** Urban areas, Public works, Employment, Local government, Economic development, Unemployment, Planning, Budgeting, Comparison, Public services.

Prepared in cooperation with Illinois Univ. at Chicago Circle. School of Urban Sciences. Sponsored in part by Department of Commerce, Washington, DC.

PB81-121139/XCB PC **A07**/MF **A01**

DL-23-11-77-03
Case Studies of the Impact of Federal Aid on Major Cities, City of Los Angeles. Final rept.,
Brookings Institution, Washington, DC.
R. A. Ross. Nov 80, 83p FEDERAL AID CASE STUDIES SER PAPER-8, MEL-80-21

This is one of a series of studies of how particular large cities have used federal aid, with emphasis on the 1977-78 'economic stimulus' expansion of the federal grants for public service employment, local public works, and antirecession fiscal assistance. The studies use a common analytic framework to enable comparison across cities with differing economic, budgetary, and political circumstances. Each of the studies traces growth and uses of federal aid in the 1970s and seeks to respond to four types of questions: (1) To what extent have cities become dependent on federal grants to pay for basic services. (2) Has the Carter Administration's Economic Stimulus Program of 1977-78 helped reduce unemployment. (3) Who benefits from the federally supported programs. (4) Who at the local level decides how the federal aid money is spent.

Keywords: **Economic assistance, Los Angeles(California), Federal funds,** Grants, California, Public works, Urban areas, Employment, Federal assistance programs, Economic impact, Political systems.

PB81-172488/XCB PC **A05**/MF **A01**

DL-23-11-77-03
Case Studies of the Impact of Federal Aid on Major Cities, City of Detroit, 1978. Final rept.,
Brookings Institution, Washington, DC.
T. J. Anton. Jun 81, 74p FEDERAL AID CASE STUDIES SER PAPER-9, MEL-81-11

The report is one of a series of studies of how particular large cities have used federal aid, with emphasis on the 1977-78 'economic stimulus' expansion of the federal grants for public service employment, local public works, and antirecession fiscal assistance. The studies use a common analytic framework to enable comparisons across cities with differing economic, budgetary, and political circumstances. Each of the studies traces growth and uses of federal aid in the 1970s and provides an analysis of program benefits. The effects of federal aid on employment, political power, and government institutions are also discussed.

Keywords: **Economic Impact, Federal assistance programs, Urban areas, Grants, Detroit(Michigan),** Local government, Michigan, Economic assistance, Public works, Employment, Urban development, Political systems.

PB81-240095/XCB PC **A04**/MF **A01**

DL-23-11-77-03
Case Studies of the Impact of Federal Aid on Major Cities: City of Cleveland. Final rept.,
Brookings Institution, Washington, DC.
R. F. Tompkins, P. Twohig, J. Fitzpatrick, S. Lajoie, and J. Coke. Feb 81, 129p FEDERAL AID CASE STUDIES SER PAPER-10, MEL-81-19

The report is one of a series of studies of how particular large cities have used federal aid, with emphasis on the 1977-78 economic stimulus expansion of the federal grants for public service employment, local public works, and antirecession fiscal assistance. The studies use a common analytic framework to enable comparison across cities with differing economic, budgetary, and political circumstances. Each of the studies traces growth and uses of federal aid in the 1970s and seeks to respond to four types of questions: (1) To what extent have cities become dependent on federal grants to pay for basic services. (2) Has the Carter Administration's Economic Stimulus Program of 1977-78 helped reduce unemployment. (3) Who benefits from the federally supported programs. (4) Who at the local level decides how the federal aid money is spent.

Keywords: **Federal assistance programs, Ohio,** Municipalities, Financing, National government, Local government, Taxes, Grants, Cleveland(Ohio).

PB82-131558/XCB PC **A07**/MF **A01**

DL-23-11-77-03
Case Studies of the Impact of Federal Grants in Large Cities in 1978–Transcript of Working Conference Proceedings, Held in Washington, DC on February 2, 1978. Final rept.
Brookings Institution, Washington, DC.
2 Feb 78, 78p MEL-78-05

The conference discussion, reflecting early impressions of the analysts, is organized around five main topics: The impact of the 1977-78 Federal economic stimulus programs in the sample cities; the overall impact of Federal grants in these cities; the politics of Federal grants at the local level; Federal grants and local development strategies; and the interrelationships between Federal grants.

Keywords: **Economic analysis, Economic impact, Federal assistance programs, Grants, Meetings, Revenue sharing, Federal grants,** Metropolitan areas, Local government, Economic development, Economic assistance, Economic stimulus, Case studies.

PB-286 516/0/XCB PC **A05**/MF **A01**

DL-23-11-77-04
Evaluation of the Multi-Trade Community-Wide Apprenticeship Program. Final rept. Aug 77-Oct 78.
Harris (Sam) Associates Ltd., Washington, DC.
Oct 78, 98p MEL-78-15

The report is an examination of the pilot ten-city Multi-Trade (Community-Wide) Apprenticeship Promotion program conducted in 1977-78 to promote and expand apprenticeship in various occupations and trades at the community level. The study points up both the problems involved in launching efforts to develop multi-trade apprenticeship promotion on a local basis, and the types of approaches and factors related to their effectiveness.

Keywords: **Industrial training, Apprenticeship, Program evaluation,** Abilities, Education, Skilled workers, Personnel development, Manpower utilization, Personnel selection, Citizen participation, Promoting, Occupations.

PB-300 881/0/XCB PC **A05**/MF **A01**

DL-23-11-77-05
New CETA: Effect on Public Service Employment Programs. A Preliminary Report, Sepember 1979.
National Research Council, Washington, DC. Committee on Evaluation of Employment and Training Programs.
Sep 79, 94p MEL-77/22

The report presents an early evaluation of the supplemental legislation to the original bill, particularly the 1978 amendments. These amendments were intended to be stricter guidelines for local personnel.

Keywords: **Legislation, Specialized training,** Social services, Project management, Employment, Disadvantaged groups, Effectiveness, Local government, State government, Comprehensive Employment and Training Program of 1973.

PB80-111461/XCB PC **A05**/MF **A01**

DL-23-11-77-05
New CETA: Effect on Public Service Employment Programs. Final rept. Jun-Jul 79,
National Research Council, Washington, DC. Committee on Evaluation of Employment and Training Programs.
W. Mirengoff, L. Rindler, H. Greenspan, S. Seablom, and L. Black. Apr 80, 228p MEL-80-08

The report focuses on selected effects of the 1978 Comprehensive Employment and Training Act (CETA) reauthorization amendments, particularly on the Public Service Employment (PSE) programs. Among the basic conclusions are that (1) the new PSE eligibility rules and wage restrictions have successfully increased the share of PSE jobs going to the disadvantaged and have tightened controls against possible abuses, but (2) they also have limited the kinds of PSE jobs and often preclude PSE activities favored and seen as more useful by local governments, and there has been a marked increased in administrative burdens and complexities for the CETA system. The analyses, based on both national data and on field study by local analysts in a sample of 28 CETA sponsors, are essentially of the mid-1979 status of CETA.

Keywords: **Legislation, Specialized training,** Social services, Project management, Employment, Disadvantaged groups, Effectiveness, Local government, State government, Comprehensive Employment and Training Act of 1973.

Supersedes Rept. no. MEL-77/22, PB80-111461.

PB80-198666/XCB PC **A11**/MF **A01**

DL-23-11-77-05
Expanding Public Service Employment Under CETA: Preliminary Assessment. Rept. for Jul-Dec 77,
National Research Council, Washington, D.C. Committee on Evaluation of Employment and Training Programs.
W. Mirengoff, L. Rindler, and H. J. Greenspan. Jul 78, 58p MEL-78-12

This report provides an early assessment of implementation in 1977 of the revised and expanded public service employment (PSE) program of the Comprehensive Employment and Training Act (CETA). It focuses on actions taken by local and state governments (prime sponsors) to meet the pressure for a large increase in PSE as part of the 1977 countercyclical employment expansion policy. It finds that the goal of employing over 400,000 additional unemployed workers in PSE jobs was accomplished in the scheduled 9 months, but that the emphasis on speed was at the expense of some design elements. It reviews in some detail the changing characteristics of participants, the nature of work performed, and the response of the CETA system to the demand for rapid implementation of a large new program.

Keywords: **Local government, Employment,** Disadvantaged groups, State government, Unemployment, Legislation, Comprehensive Employment and Training Act, Public service employment programs.

PB-284 108/8/XCB PC **A04**/MF **A01**

DL-23-11-77-06
Youth and the Local Employment Agenda. An Analysis of Prime Sponsor Experience Implementing the Youth Employment and Demonstration Projects Act. Rept. no. 4 (Final), 1977-79.
National Council on Employment Policy, Washington, DC.
Jan 80, 436p MEL-80-01

The document is the fourth and last report in a series on how Comprehensive Employment and Training Act (CETA) prime sponsors conducted two programs under the Youth Employment and Demonstration Projects Act (YEDPA) of 1977, specifically the Youth Community Conservation and Improvement Projects (YCCIP) and Youth Employment and Training Program (YETP). The report focuses on five principal operational objectives: (1) induce change in institutional relationships; (2) upgrade employment and training services offered by prime sponsors; (3) service youth most in need; (4) give youth a voice in program planning and administration; and (5) encourage sponsors to test innovative programs and evaluate program results. Part One presents a detailed 'overview' addressing each of the objectives. Part Two presents the local analysts' area summaries.

Keywords: **Youths, Employment,** Project management, Communities, Specialized training, Evaluation, Organizations, Comprehensive Employment and Training Act of 1973.

PB80-150659/XCB PC **A19**/MF **A01**

DL-23-11-77-06
'Getting There' - A Case Study of the Lives, Employment Preparation and Prospects of Participants in Youth Employment Programs. Final rept.,
National Council on Employment Policy, Washington, DC.
B. Snedeker. Jun 80, 237p MEL-80-10

The report is a description and analysis of the lives and views of 32 young participants in Comprehensive Employment and Training Act (CETA) youth employment programs, as drawn from unstructured interviews over an 8-month period about their family, community, and school experiences and aspirations, and their perceptions about participation in the programs and its effects on their personal and future career development. It illustrates the complexity of formative influences which interact to shape youth employment histories and prospects.

Keywords: **Youths, Employment,** Specialized training, Incentives, Attitudes, Surveys, Comprehensive Employment and Training Act of 1973.

PB81-155277/XCB PC **A11**/MF **A01**

DL-23-11-77-06
Initial Youth Employment and Demonstration Projects Act (YEDPA) Experience at the Local Level. Rept. no. 1.
National Council on Employment Policy, Washington, D.C.
Feb 78, 417p MEL-78-03

This is the first report on how Comprehensive Employment and Training Act (CETA) sponsors launched two programs authorized by the Youth Employment and Demonstration Projects Act (YEDPA) of 1977, specifically, the Youth Community Conservation and Improvement Projects (YCCIP) and Youth Employment and Training Program (YETP). The report is based on studies by 10 local observers of 35 CETA sponsors, who got about 10 percent of the allocation for these two programs. The observers examined the startup period, October 1977 - January 1978, before actual enrollments were underway. Later reports will examine actual operations. The report focuses on the planning and startup process, on sponsors broadening the involvement of community-based organizations (CBOs), local education agencies, unions, business, and youth advisors, and the knowledge development approach. (Portions of this document are not fully legible)

Keywords: **Youths, Personnel development,** Program effectiveness, Unemployment, Employment, Minority groups, Innovation, Problem solving, Financing, Manpower utilization, Comprehensive Education and Training Act, Youth Employment and Demonstration Projects Act.

PB-280 106/6/XCB PC **A18**/MF **A01**

DL-23-11-77-06
Unfolding Youth Initiatives - Prime Sponsor Experience in Implementing the Youth Employment and Demonstration Projects Act (YEDPA). Rept. no. 2, Jan-May 78 (Final).
National Council on Employment Policy, Washington, DC.
Aug 78, 421p MEL-78-13

The report presents the findings from ten local analysts' case studies of 35 Comprehensive Employment and Training Act (CETA) sponsors. Two CETA programs are examined from the viewpoint of actual operations: First, the Youth Community Conservation and Improvement Projects which obtained a total enrollment of 17,400 youths by June 1978; second, the Youth Employment and Training Program which had approximately 164,000 youth enrolled by June 1978.

Keywords: **Personnel development, Youths, Sponsors,** Projects, Employment, Education, Minority groups, Unemployment, Experience, Coordination, National government, Case studies, Youth Employment and Demonstration Projects Act, Youth training programs, Program evaluation, Comprehensive Employment and Training Act, Participation.

See also Rept. no. 1 dated Feb 78, PB-280 106.

PB-289 402/0/XCB PC **A18**/MF **A01**

DL-23-11-77-06
Local Focus on Youth - A Review of Prime Sponsor Experience in Implementing The Youth Employment and Demonstration Projects Act (YEDPA). Rept. no. 3 (Final).
National Council on Employment Policy, Washington, DC.
Mar 79, 477p MEL-79-09

The report is based on studies by 10 local analysts of 35 CETA sponsors' operation of these programs from late spring to late fall 1978. It focuses on linkages with local education agencies, targeting, tie-in with summer youth program, and problems on performance in light of uncertainties and changes in funding.

Keywords: **Personnel development, Youths, Employment, Youth training programs, Program evaluation,** National government, Education, Minority groups, Finance, Unemployment, Manpower utilization, Coordination, Evaluation, Sponsors, Youth Employment and Demonstration Projects Act, Participation, Case studies.

See also Rept. no. 2 dated Aug 78, PB-289 402.

PB-294 748/9/XCB PC **A21**/MF **A01**

DL-23-11-77-06
Involving Schools in Employment and Trainig Programs for Youth. Final rept.
National Council on Employment Policy, Washington, DC.
May 79, 35p MEL-79-15

The report reviews the progress made by prime sponsors and local educational agencies (LEAs) in linking local manpower programming for youth to the local systems of public education. Data for analysis were obtained from first three Youth Employment and Demonstration Project Act (YEDPA) reports and from interviews and 'mini-case' studies in late 1978 with educational organizations.

Keywords: **Youths, Personnel development,** Program effectiveness, Unemployment, Employment, Minority groups, Innovation, Problem solving, Finacing, Manpower utilization, Comprehensive Employment and Training Act of 1973, Youth Employment and Demonstration Projects Act.

See also rept. no. 1 dated Feb 78, PB-280 106.

PB-300 834/9/XCB PC **A03**/MF **A01**

DL-23-12-76-03
Analyses to Establish Criteria for Measuring Success of Comprehensive Employment and Training Act Programs in Meeting Equal Employment Opportunity Responsibilities. Final rept.
Systems in Education and Training, Inc., Miami, Fla.
Aug 77, 141p MEL-78-01

The report examines criteria for measuring Equal Employment Opportunity Act (EEOA) effectiveness in programs and staffing under the Comprehensive Employment and Training Act (CETA). It confirms that there is no single, simple approach to measuring EEO success. It reviews in detail three basis types of measurement and the relative utility and limitations of each. (Portions of this document are not fully legible)

Keywords: **Program effectiveness, Disadvantaged groups, Employment,** Minority groups, Specialized training, Discrimination, Regulations, Surveys, Comprehensive Employment and Training Act, Equal employment opportunities.

PB-276 238/3/XCB PC **A07**/MF **A01**

DL-23-24-25-07
Data Collection Forms and Manuals Used with January-June 1975 CETA Enrollees (CLMS-1 (Continuous Longitudinal Manpower Survey) Public Use Tape). Final rept. Jan-Jun 75.
Westat, Inc., Rockville, MD. Research Div.
Jul 80, 655p* DOL/DF-80/001A, , MEL-80-X-9

The Data Collection Forms and Manuals are part of the documentation sent to purchasers of the CLMS-1 public use tape file. These are copies of the actual survey forms and interviewers manuals used in the sequence of interviews with January-June 1975 sample CETA enrollees. The CLMS-1 tape file contains approximately 7500 individual records on persons enrolled in CETA programs between January and June 1975. The data file contains microdata on sampled individuals from three sources: prime sponsor records, a series of up to four interviews with sampled enrollees, and social security earnings records (1951-1977).

Keywords: **Surveys, Questionnaires, Specialized training, Manuals, Comprehensive Employment and Training Act,** Employment, Federal assistance programs, Industrial training, National government, Manpower utilization, Earnings, Documentation, Employment services, Sponsors.

For system on magnetic tape, see PB80-204118. See also PB80-204134.

PB80-204126/XCB PC **A99**/MF **A01**

DL-23-24-25-07
Users Guide for Public Use Tapes CLMS-1 (Continuous Longitudinal Manpower Survey) and CLMS-2. Interim rept. Jan 75-Jun 76.
Westat, Inc., Rockville, MD. Research Div.
Jul 80, 68p* DOL/DF-80/001B, , MEL-80-X-6

The Users Guide is part of the documentation sent to purchasers of the CLMS-1 and CLMS-2, the first two public use tape files produced as part of the Continuous Longitudinal Manpower Survey (CLMS). The Users Guide contains information about the CLMS data tapes to aid purchasers in their use. The CLMS is the major data development effort of the U.S. Dept. of Labor for evaluation of the decentralized employment and training programs funded under the Comprehensive Employment and Training Act (CETA). The public use files contain microdata on sampled enrollees who entered CETA programs during January 1975-June 1976. The data on the files was derived from three sources: CETA prime sponsor records; a series of up to four personal interviews with the sampled individuals; and the earnings records of the Social Security Administration (SSA). Data obtained through the sequence of interviews includes: labor force experience for the period beginning one year prior to CETA entry and extending up to three years after entry, basic demographic characteristics, a history of public benefits recipiency, and selected variables on family composition and income.

Keywords: **Employment, Training, Comprehensive Employment and Training Act,** Specialized training, Earnings, Personnel development, Industrial training, Manpower utilization, Experience, Abilities, Documentation, Participation, Enrollment, Skills, Sponsors.

For system on magnetic tape, see PB80-204118. See also PB80-204126.

PB80-204134/XCB PC **A04**/MF **A01**

DL-23-24-25-07
Data Collection Forms and Manuals Used with July 1975-June 1976 CETA Enrollees (CLMS-2 (Continuous Longitudinal Manpower Survey) Public Use Tapes). Rept. for Jul 75-Jul 79.
Westat, Inc., Rockville, MD. Research Div.
Jul 80, 384p DOL/DF-80/002A, , MEL-80-X-12

The Data Collection Forms and Manuals are part of the document sent to purchasers of the CLMS-2 public use tape file. These are copies of the actual survey forms and interviewers manuals used in the sequence of interviews with July 75-June 76 CETA sample enrollees. The CLMS-2 tape file contains 13,283 individual records on persons enrolled in CETA programs between July 1975 and June 1976. The data file contains microdata on sampled individuals from three sources: prime sponsor records, a series of up to four interviews with sampled enrollees, and social security earnings records (1951-1977).

Keywords: **Questionnaires, Employment, Earnings, Labor force participation,** Data acquisition, Salaries, Manpower, Personnel, Industrial surveys, Demographic surveys, Forms(Paper), Comprehensive Employment and Training Act, Wages, Sponsors.

For system on magnetic tape, see PB80-211360.

PB80-211378/XCB PC **A17**/MF **A01**

DL-23-24-25-07
Manual for Public Use Tape CPS-1. Interim rept.
Westat, Inc., Rockville, MD. Research Div.
Jul 80, 107p* DOL/DF-80/003A, , MEL-80-X-14

The Manual is the documentation to be sent to purchasers of the CPS-1 public use data tapes. The CPI-1 public use data tape is one of three tapes containing data from the Continuous Longitudinal Manpower Survey (CLMS) being released in July 1980. The CLMS is the major data development effort of the U.S. Department of Labor for evaluation of the decentralized employment and training programs funded under the Comprehensive Employment and Training Act (CETA). The CPS-1 tape contains approximately 80,000 person records selected from the actual demographic file of the March 1976 Current Population Survey (CPS). To the records on the file, annual earnings (1951-1977) as reported to the Social Security Administration have been appended. This file may be used to develop comparison groups for estimates of CETA's impacts.

Keywords: **Surveys, Manpower, Personnel, Comprehensive Employment Training Act, Training,** Specialized training, Documentation, Socioeconomic status, Experience, Abilities, Demographic surveys, Employment, Salaries, Sampling, Manuals, Data file, Labor force participation, Enrollment, Sponsors, Data collection.

For system on magnetic tape, see PB81-126633.

PB81-126625/XCB PC **A06**/MF **A01**

DL-23-24-75-07
Continuous Longitudinal Manpower Survey. The Impact of CETA on Participant Earnings: Entrants During the First Half of 1975. Working Paper No. 1.
Westat, Inc., Rockville, MD. Research Div.
Jan 80, 189p MEL-80-03

The report uses data from the Continuous Longitudinal Manpower Survey (CLMS) and other sources to develop initial estimates of postprogram net earnings impacts of programs under the Comprehensive Employment and Training Act (CETA). The paper, which focuses primarily on methodology, reports on development of comparison groups from the Current Population Survey, and the use of Social Security annual earnings records for the CETA cohort and the comparison groups, to estimate net impact of the major types of CETA programs on participants earnings. It examines different approaches to constructing the comparison groups and the extent to which analytical outcomes are dependent on the variables used and the priority they are given in matching the comparison and program groups. In light of the various technical limitations, the study cautions strongly that these first estimates of impact are highly tentative and not definitive, pending testing of further efforts to measure and adjust for comparison group bias and other uncertainties about the data.

Keywords: **Specialized training, Earnings,** Employment, Manpower utilization, Methodology, Disadvantaged groups, Minority groups, Females, Improvement, On job training, Comprehensive Employment and Training Act of 1973.

PB80-146632/XCB PC **A09**/MF **A01**

DL-23-24-75-07
Continuous Longitudinal Manpower Survey. Report No. 10. Characteristics of Enrollees Who Entered Adult-Oriented Comprehensive Employment and Training Act (CETA) Programs During Fiscal Year 1978, October 1977 Through September 1978. Final rept.
Westat, Inc., Rockville, MD. Research Div.
Jan 80, 197p MEL-79-24

The report is the tenth from the Continuous Longitudinal Manpower Survey (CLMS) of a national sample of participants in decentralized programs under the Comprehensive Employment and Training Act (CETA). It is on the characteristics of enrollees who entered adult-oriented CETA programs during Fiscal Year 1978.

Keywords: **Employment, Industrial training,** National government, Personnel selection, Characteristics, Manpower utilization, Demography, Surveys, Tables(Data), Specialized training, Low income groups, Youths, Experience, Socioeconomic status, Personnel data, Participation.

See also report no. 8, dated Mar 79, PB-300 973.

PB80-175680/XCB PC **A09**/MF **A01**

DL-23-24-75-07
Continuous Longitudinal Manpower Survey. Report No. 9. Characteristics of Enrollees Under Age 22 Who Entered CETA Programs During Fiscal Year 1978 (October 1977 through September 1978). Final rept.
Westat, Inc., Rockville, MD. Research Div.
Jan 80, 195p MEL-79-23

This is the ninth report from the Continuous Longitudinal Manpower Survey (CLMS) of a national sample of participants in decentralized programs under the Comprehensive Employment and Training Act (CETA). It is on the characteristics of enrollees under age 22 who entered CETA programs during Fiscal Year 1978.

Keywords: **Employment, Manpower utilization, Personnel, Continuous longitudinal manpower survey, Enrollees,** Demographic surveys, Youths, Minority groups, Disadvantaged groups, Statistical distributions, Earnings, Placement, Comprehensive Employment and Training Act of 1973, Public service.

See also report no. 8, dated Mar 79, PB-300 973.

PB80-178684/XCB PC **A09**/MF **A01**

DL-23-24-75-07
Continuous Longitudinal Manpower Survey. The Impact of CETA on Participant Earnings: Entrants During the First Half of 1975. Working Paper No. 2.
Westat, Inc., Rockville, MD. Research Div.
Jun 80, 196p MEL-80-09

This working paper, using data from the Continuous Longitudinal Manpower Survey (CLMS) and other sources, is a further methodological exploration of approaches to estimating postprogram net impacts of Comprehensive Employment and Training (CETA) programs on participants earnings. Building on the first working paper (PB80-146632), it explores two additional approaches for selecting a comparison group and several other methodological problems. While further estimates of impact are presented, the study cautions that they are highly tentative because of data limitations and still unresolved methodological issues. The estimates are noteworthy for the general patterns they indicate rather than as reliable estimates. Efforts will be made to develop more reliable estimates for FY 1976 entrants, using refinements indicated in the paper.

Keywords: **Specialized training, Earnings,** Employment, Manpower utilization, Methodology, Disadvantaged groups, Minority groups, Females, Improvement, On job training, Comprehensive Employment and Training Act of 1973.

See also report dated Jan 80, PB80-146632.

PB81-103467/XCB PC **A09**/MF **A01**

DL-23-24-75-07
Net Earnings Impact of the Public Employment Program (PEP): An Exploratory Analysis. Final rept. 1971-75.
Westat, Inc., Rockville, MD. Research Div.
Oct 79, 191p MEL-79-20

The report summarizes the results of a methodological exploration in which longitudinal data on a panel of enrollees in the Public Employment Program (PEP) was used to estimate PEP's impact on the post-program earnings of participants. A comparison group was drawn from the Current Population Survey (CPS) and earnings data for both the participant and comparison groups were drawn from Social Security earnings records. This report demonstrates the feasibility of this approach to evaluating employment and training programs and serves as the prototype of evaluations that will be conducted using the Continuous Longitudinal Manpower Survey. Because actual data was used in testing this methodology, estimates of PEP's impact on participant earnings were derived. The report presents and analyzes these results.

Keywords: **Employment, Earnings,** Specialized training, Methodology, Males, Females, Minority groups, Surveys, Public Employment Program, Comprehensive Employment and Training Act of 1973.

PB81-119927/XCB PC **A09**/MF **A01**

DL-23-24-75-07
Continuous Longitudinal Manpower Survey - Follow-Up Report No. 3 (36 Months After Entry) - Experiences in the First Two Postprogram Years, with Pre/Post Comparisons, for Terminees Who Entered CETA during January-June 1975. Final rept.
Westat, Inc., Rockville, MD. Research Div.
Jan 81, 318p MEL-81-04

The report provides data on long-term (basically two years') postprogram experience of January-June 1975 entrants to decentralized programs under the Comprehensive Employment and Training Act (CETA). It supplements earlier reports on shorter-term experience of this group (CLMS Follow-Up Report No. 1, PB-286 506/AS; and CLMS Follow-Up Report No. 2, PB-301 119/AS). The report is significant primarily as specific illustration of the types of gross data which will be forth coming from the Continuous Longitudinal Manpower Survey (CLMS) on a more reliable basis for later years' CETA enrollees. While the report is confined to general descriptive presentations, such data's longitudinal features and availability for a new entrant sample each year will be enabling new types of analyses of CETA target-group populations' labor market problems and performance. Part I presents the descriptive analyses, while Part II provides detailed data tables and appendices, including brief descriptions of CETA and of CLMS methods and data limitations.

Keywords: **Employment, Manpower,** Surveys, Characteristics, Demography, Earnings, Specialized training, Youths, Females, Minority groups, Disadvantaged groups, Comprehensive Employment and Training Act, NTISLABPEE, NTISLABETA.

See also report dated FY 1976, PB-253 565.

PB81-209397/XCB PC **A14**/MF **A01**

DL-23-24-75-07
Data Collection Forms and Manuals Used with July 1975 (CLMS-2, Version 3 Public Use Tape). Technical rept.
Westat, Inc., Rockville, MD. Research Div.
Jul 81, 509p DOL/DF-81/005A, , MEL-81-X-7

The Data Collection Forms and Manuals are part of the documentation sent to purchasers of the CLMS-2 public use tape file. These are copies of the actual survey forms and interviewers manuals used in the sequence of interviews with July 75-June 76 CETA sample enrollees. The CLMS-2 tape file contains 13,283 individual records on persons enrolled in CETA programs between July 1975 and June 1976. The data file contains microdata on sampled individuals from three sources: prime sponsor records, a series of up to four interviews with sampled enrollees, and social security earnings records (1951-1978).

Keywords: **Surveys, Manpower, Comprehensive Employment and Training Act,** Personnel, Specialized training, Documentation, Socioeconomic status, Experience, Abilities, Demographic surveys, Employment, Salaries, Sampling, Manuals, Data file, Labor force participation, Enrollment, Sponsors, Data collection.

For system on magnetic tape, see PB81-245482. Supersedes Rept. no. DOL/DF-80/002A, PB80-211378.

PB81-245490/XCB PC **A22**/MF **A01**

DL-23-24-75-07
Users Guide for CLMS Public Use Tapes. Technical rept.
Westat, Inc., Rockville, MD. Research Div.
Jul 81, 205p DOL/DF-81/005B, , MEL-81-X-2

The Users Guide is part of the documentation sent to purchasers of the public use tape files produced as part of the Continuous Longitudinal Manpower Survey (CLMS). The Users Guide contains information about the CLMS data tapes to aid purchasers in their use. The CLMS is the major data development effort of the U.S. Department of Labor for evaluation of the decentralized employment and training program funded under the Comprehensive Employment and Training Act (CETA). The public use files contain microdata on sampled enrollees who entered CETA programs during January 1975-September 1977. The data on the files was derived from three sources: CETA prime sponsor records; a series of up to four personal interviews with the sampled individuals; and the earnings records of the Social Security Administration (SSA). Data obtained through the sequence of interviews includes; labor force experience for the period beginning one year prior to CETA entry and extending up to three years after entry, basic demographic characteristics, a history of public benefits recipiency, and selected variables on family composition and income.

Keywords: **Surveys, Manpower, Comprehensive Employment and Training Act,** Personnel, Specialized training, Documentation, Socioeconomic status, Experience, Abilities, Demographic surveys, Employment, Salaries, Sampling, Manuals, Data files, Labor force participation, Enrollment, Sponsors, Data collection.

For system on magnetic tape, see PB81-245482 and PB81-245490. Supersedes Rept. no. DOL/DF-80/003B, PB81-128361.

PB81-245508/XCB PC **A10**/MF **A01**

DL-23-24-75-07
Data Collection Forms and Manuals Used with July 1976-September 1977 New CETA Enrollees (CLMS-3). Technical rept.
Westat, Inc., Rockville, MD. Research Div.
Jul 81, 395p DOL/DF-81/006A, , MEL-81-X-9

The CLMS-3 tape file contains 16,640 individual records on persons enrolled in CETA programs between July 1976 and September 1977. The data file contains microdata on sampled individuals from three sources: prime sponsor records, a series of up to four interviews with sampled enrollees, and social security earnings records (1951-1978).

Keywords: **Surveys, Manpower, Comprehensive Employment and Training Act,** Personnel, Specialized training, Documentation, Socioeconomic status, Experience, Abilities, Demographic surveys, Employment, Salaries, Sampling, Manuals, Data files, Labor force participation, Enrollment, Sponsors, Data collection.

For system on magnetic tape, see PB81-245516.

PB81-245524/XCB PC **A17**/MF **A01**

DL-23-24-75-07
Data Collection Forms and Manuals Used with January-June 1975 New CETA Enrollees (CLMS-1 Public Use Tape). Technical rept.
Westat, Inc., Rockville, MD. Research Div.
Jul 81, 606p DOL/DF-81/007A, , MEL-81-X-5

The Data Collection Forms and Manuals are part of the documentation sent to purchasers of the CLMS-1 public use tape file. These are copies of the actual survey forms and interviewers manuals used in the sequence of interviews with January-June 1975 sample CETA enrollees. The CLMS-1 tape file contains 6650 individual records on persons enrolled in CETA programs between January and June 1975. The data file contains microdata on sampled individuals from three sources: prime sponsor records, a series of up to four interviews with sampled enrollees, and social security earnings records (1951-1978).

Keywords: **Surveys, Manpower, Comprehensive Employment and Training Act,** Personnel, Specialized training, Documentation, Socioeconomic status, Experience, Abilities, Demographic surveys, Employment, Salaries, Sampling, Manuals, Data file, Labor force participation, Enrollment, Sponsors, Data collection.

For system on magnetic tape, see PB81-245532. Supersedes Rept. no. DOL/DF-80/001A, PB80-204126.Portions of this document are not fully legible.

PB81-245540/XCB PC **A99**/MF **A01**

DL-23-24-75-07
Manual for CLMS Public Use Tapes CPS-1 and CPA-2. Technical rept.
Westat, Inc., Rockville, MD. Research Div.
Jul 81, 139p DOL/DF-81/008, , MEL-81-X-3

The Manual is part of the documentation, used with the public use tapes, developed from the Continuous Longitudinal Manpower Survey (CLMS). The CLMS gathers primary socioeconomic, demographic, and programmatic data on a sample of enrollees in programs operating under the Comprehensive Employment and Training Act (CETA). The CLMS has two main objectives: to profile CETA enrollees and to provide some measure of the impact of CETA on participants. In the analysis of CLMS data, profiles of CETA enrollees and measures of gross impact are developed using the CLMS data alone. Obtaining measures of net impact involves comparing data from the CLMS and from comparison groups for differences, primarily in earnings.

Keywords: **Surveys, Manpower, Personnel, Comprehensive Employment and Training Act,** Specialized training, Documentation, Socioeconomic status, Experience, Abilities, Demographic surveys, Employment, Salaries, Sampling, Manuals, Data file, Labor force participation, Enrollment, Sponsors, Data collection.

Supersedes Rept. no. DOL/DF-81/003a, PB81-126625. For system on magnetic tape, see PB81-245599 and PB81-245615. Portions of this document are not fully legible.

PB81-245607/XCB PC **A07**/MF **A01**

DL-23-24-75-07
Continuous Longitudinal Manpower Survey. Follow-Up Report No. 4. Multivariate Analysis: 36-Month Follow-Up of Terminees Who Entered CETA during January-June 1975. Final rept.
Westat, Inc., Rockville, MD. Research Div.
Jan 81, 127p MEL-81-05

The report analyzes the long-term (basically two year) experiences of January-June 1975 entrants to decentralized employment and training programs under the Comprehensive Employment and Training Act (CETA). It supplements earlier reports on characteristics and postprogram experiences of this group (CLMS Report 1 and 2, and Follow-up Report No. 1 and 3). It goes beyond the limited cross-tabulation analyses of CLMS Follow-up No. 3 to explore through multivariate analyses what program and personal factors are associated with earnings changes of participants over time.

Keywords: **Employment, Earnings, Manpower, Continuous longitudinal manpower survey, Comprehensive Employment and Training Act of 1973, Manpower development,** Surveys, Interviews, Demography, Placement, Youths, Adults, Counseling, Disadvantaged groups, Tables(Data), Orientation(Training), Experience, Civil service, Program effectiveness, Work experience programs, Public service occupations.

See also Rept. no. 1, PB-286 508.

PB81-246621/XCB PC **A07**/MF **A01**

DL-23-24-75-07
Continuous Longitudinal Manpower Survey. Technical Report No. 2. Methodological Update: Through Fiscal Year 1980. Final rept.
Westat, Inc., Rockville, MD. Research Div.
Dec 81, 137p MEL-81-18

The report is the second describing methodology used for the Continuous Longitudinal Manpower Survey (CLMS); it basically updates through FY 1980 the methods description presented in the first report (PB-268 347/AS). It explains survey and sampling design procedures, bases for estimating statistical confidence levels, and selected other technical aspects of the CLMS.

Keywords: **Employment, Manpower utilization, Data acquisition, Continuous longitudinal manpower survey,** Surveys, Methodology, Specialized training, Estimating, Objectives, Reference groups, Statistical samples, Questionnaires, Youths, Males, Females, Minority groups, Comprehensive Employment and Training Act of 1973.

See also PB-268 347.

PB82-138876/XCB PC **A07**/MF **A01**

DL-23-24-75-07
Continuous Longitudinal Manpower Survey. Report No. 11. Characteristics of Youth Enrollees Who Entered CETA Programs during Fiscal Year 1979 (October 1978 through September 1979). Final rept.
Westat, Inc., Rockville, MD. Research Div.
Dec 81, 98p MEL-81-16

The report is the eleventh from the Continuous Longitudinal Manpower Survey (CLMS) of a national sample of participants in decentralized programs under the Comprehensive Employment and Training Act (CETA). It is on the characteristics of enrollees under age 22 who entered CETA program during Fiscal Year 1979.

Keywords: **Employment, Manpower utilization, Continuous longitudinal manpower survey,** Youths, Characteristics, Surveys, Specialized training, Estimating, Objectives, Reference groups, Statistical samples, Males, Females, Minority groups, Comprehensive Employment and Training Act of 1973.

See also PB80-175680.

PB82-140161/XCB PC **A05**/MF **A01**

DL-23-24-75-07
Continuous Longitudinal Manpower Survey. Report No. 12. Characteristics of Enrollees Who Entered Adult-Oriented CETA Programs during Fiscal Year 1979 (October 1978 through September 1979). Final rept.
Westat, Inc., Rockville, MD. Research Div.
Dec 81, 102p MEL-81-17

The report is the twelfth from the Continuous Longitudinal Manpower Survey (CLMS) of a national sample of participants in decentralized programs under the Comprehensive Employment and Training Act (CETA). It is on the characteristics of enrollees who entered adult-oriented CETA programs during Fiscal Year 1979.

Keywords: **Employment, Manpower utilization, Continuous longitudinal manpower survey,** Adults, Surveys, Characteristics, Specialized training, Estimating, Objectives, Reference groups, Statistical samples, Questionnaires, Males, Females, Minority groups, Comprehensive Employment and Training Act of 1973.

PB82-140179/XCB PC **A06**/MF **A01**

DL-23-24-75-07
Continuous Longitudinal Manpower Survey - Follow-Up Report No. 5 (36 Months after Entry) - Experiences in the First Two Postprogram Years, with Pre/Post Comparisons, for Terminees Who Entered CETA During FY 1976 (July 1975-June 1976). Final rept.
Westat, Inc., Rockville, MD. Research Div.
Jul 82, 287p MEL-82-03

This report provides data on long-term (basically two years) postprogram experiences of July 1975 - June 1976 entrants to decentralized programs under the Comprehensive Employment and Training Act (CETA). It supplements earlier reports on characteristics and postprogram experiences of this group (CLMS Report No. 6, PB 272950/AS, and Follow-up Report 2, PB 301 119/AS).

Keywords: **Employment, Personnel, Manpower utilization, Continuous longitudinal manpower survey, Enrollees,** Demographic surveys, Youths, Minority groups, Disadvantaged groups, Statistical distributions, Analyzing, Earnings, Background, Placement, Comprehensive Employment and Training Act of 1973, Public service.

See also Report no. 6, PB-272950.

PB83-133652/XCB PC **A13**/MF **A01**

DL-23-24-75-07
Continuous Longitudinal Manpower Survey Follow Up Report Number 6. Multivariate Analysis: 36-Month Follow-Up of Terminees Who Entered CETA during FY 1976 (July 1975-June 1976). Final rept.
Westat, Inc., Rockville, MD. Research Div.
Jul 82, 138p MEL-82-04

This report analyzes the long-term (basically two years) experiences of July 1975--June 1976 entrants to decentralized programs under the Comprehensive Employment and Training Act (CETA). It explores through multivariate analyses what program and personal factors are associated with earnings changes of participants over time.

Keywords: **Employment, Manpower utilization, Personnel, Continuous longitudinal manpower survey,** Demographic surveys, Youths, Minority groups, Disadvantaged groups, Statistical distributions, Analyzing, Earnings, Background, Characteristics, Comprehensive Employment and Training Act of 1973.

Errata sheet inserted. See also PB-272 950.

PB83-136101/XCB PC **A07**/MF **A01**

DL-23-24-75-07
Continuous Longitudinal Manpower Survey. Summary of First Two Postprogram Years of FY 1976 CETA Entrants. Final rept.
Westat, Inc., Rockville, MD. Research Div.
Jul 82, 22p MEL-82-06

This is a brief summary of major findings from three reports from the Continuous Longitudinal Manpower Survey (CLMS) of a national sample of participants in decentralized programs under the Comprehensive Employment and Training Act (CETA). It is on the long-term experiences (basically two years after termination) of participants who entered CETA programs during Fiscal Year 1976. The reports summarized are CLMS Follow-up No. 5 and 6, and Supplement No. 1 to Net Impact No. 1.

Keywords: **Employment, Manpower utilization, Personnel, Continuous longitudinal manpower**

survey, Demographic surveys, Youths, Minority groups, Disadvantaged groups, Statistical distributions, Analyzing, Earnings, Background, Comprehensive Employment and Training Act of 1973, Public service, Enrollees.

See also PB-268348.

PB83-142596/XCB PC **A03**/**MF A01**

DL-23-24-75-07
Continuous Longitudinal Manpower Survey. Report No. 15: Characteristics of Enrollees Who Entered CETA (Comprehensive Employment and Training Act) Programs during FY 1981 (October 1980 through September 1981). Final rept. Oct 80-Sep 81.
Westat, Inc., Rockville, MD. Research Div.
Dec 82, 128p MEL-82-11

This is the fifteenth report from the Continuous Longitudinal Manpower Survey (CLMS) of a national sample of participants in decentralized programs under the Comprehensive Employment and Training Act (CETA). It is on the characteristics of enrollees who entered CETA programs during Fiscal Year 1981.

Keywords: **Youths, Characteristics,** Specialized training, Employment, Minority groups, Social services, Adults, Unemployment, Attitudes, Females, Comprehensive Employment and Training Act.

See also Report no. 14, PB82-237959, and Report no. 13, PB82-229113.

PB83-201400/XCB PC **A07**/**MF A01**

DL-23-24-75-07
Continuous Longitudinal Manpower Survey. Follow-Up Report No. 9 (18 Months After Entry) Postprogram Experiences and Pre/Post Comparisons for Terminees Who Entered Adult-Oriented CETA (Comprehensive Employment and Training Act) Programs during FY 1978. Final rept. Oct 77-Sep 78.
Westat, Inc., Rockville, MD. Research Div.
Mar 83, 294p MEL-83-02

This report, from the Continuous Longitudinal Manpower Survey (CLMS), provides follow-up data on the experiences of a national sample of participants in selected decentralized programs under the Comprehensive Employment and Training Act (CETA). The data are on those participants who entered adult-oriented CETA programs in FY 1978 and had terminated by the time of the second follow-up interview (i.e., 18 months after entry).

Keywords: **Employment, Manpower utilization, Personnel, Continuous longitudinal manpower survey,** Demographic surveys, Youths, Minority groups, Disadvantaged groups, Statistical distributions, Analyzing, Earnings, Background Characteristics, Comprehensive Employment and Training Act of 1973.

See also PB83-136101.

PB83-219683/XCB PC **A13**/**MF A01**

DL-23-24-75-07
Continuous Longitudinal Manpower Survey. Follow-Up Report No. 8 (18 Months After Entry). Postprogram Experiences and Pre/Post Comparison for Terminees under Age 22 Who Entered CETA (Comprehensive Employment and Training Act) Programs during FY 1978 (October 1977-September 1978. Final rept.
Westat, Inc., Rockville, MD. Research Div.
Mar 83, 367p MEL-83-01

This report, from the Continuous Longitudinal Manpower (CLMS), provides follow-up data on the experiences of a national sample of participants in selected decentralized programs under the Comprehensive Employment and Training Act (CETA). The data are on those participants under age 22 who entered CETA programs in FY 1978 and had terminated by the time of the second follow-up interview (i.e., 18 months after entry).

Keywords: **Employment, Manpower utilization, Personnel, Continuous longitudinal manpower survey,** Demographic surveys, Youths, Minority groups, Disadvantaged groups, Statistical distributions, Analyzing, Earnings, Background, Characteristics, Comprehensive Employment and Training Act of 1973.

See also PB83-136101.

PB83-221135/XCB PC **A16**/**MF A01**

DL-23-24-75-07
Continuous Longitudinal Manpower Survey (CLMS) Follow-Up Report No. 10 (36 Months After Entry) Experiences in the First Two Postprogram Years, with Pre/Post Comparisons, for Terminees Who Entered CETA (Comprehensive Employment and Training Act) During July 1976 through September 1977. Final rept.,
Westat, Inc., Rockville, MD. Research Div.
Jun 83, 368p MEL-83-03

This report, from the Continuous Longitudinal Manpower Survey (CLMS), provides data on long-term (basically two years) postprogram experiences of July 1976 - September 1977 entrants to decentralized programs under the Comprehensive Employment and Training Act (CETA).

Keywords: **Employment, Industrial training,** National government, Personnel selection, Characteristics, Manpower utilization, Demography, Surveys, Tables(Data), Specialized training, Low income groups, Youths, Experience, Socioeconomic status, Personnel data, Participation, Comprehensive Employment and Training Act of 1973.

See also PB80-175680.

PB83-238790/XCB PC **A16**/**MF A01**

DL-23-24-75-07
Continuous Longitudinal Manpower Survey (CLMS) Follow-Up Report Number 11 (36 Months after Entry), Experience in the First Two Postprogram Years, with Pre/Post Comparisions, for Terminees who Entered CETA (Comprehensive Employment and Training Act) during FY 1978. Final rept.
Westat, Inc., Rockville, MD. Research Div.
Oct 83, 273p* MEL-83-04

This report, from the Continuous Longitudinal Manpower Survey (CLMS), provides data on long-term (basically two years) postprogram experiences of FY 1978 (October 1977 through September 1978) entrants to decentralized programs under the Comprehensive Employment and Training Act (CETA).

Keywords: **Employment, Industrial training,** National government, Personnel selection, Characteristics, Manpower utilization, Demography, Surveys, Tables(Data), Specialized training, Low income groups, Youths, Experience, Socioeconomic status, Personnel data, Participation, Comprehensive Employment and Training Act of 1973.

See also PB83-238790.

PB84-132554/XCB PC **A12**/**MF A01**

DL-23-24-75-07
Continuous Longitudinal Manpower Survey. Follow-Up Report Number 12. Postprogram Experiences, with Pre/Post Comparisons for Terminees Who Entered CETA (Comprehensive Employment and Training Act) during FY 1979. Final rept.
Westat, Inc., Rockville, MD. Research Div.
Apr 84, 334p MEL-84-01

This report, from the Continuous Longitudinal Manpower Survey (CLMS), provides data on up to two years postprogram experiences, with pre/post comparisons, of FY 1979 (October 1978 through September 1979) entrants to decentralized programs under the Comprehensive Employment and Training Act (CETA).

Keywords: **Employment, Industrial training, Salaries,** National government, Personnel selection, Characteristics, Manpower utilization, Demography, Surveys, Tables(Data), Specialized training, Low income groups, Youths, Socioeconomic status, Personnel data, Participation, Comprehensive Employment and Training Act of 1973.

See also PB84-132554.

PB84-240720/XCB PC **A15**/**MF A01**

DL-23-24-75-07
Continous Longitudinal Manpower Survey. Special Report: CETA (Comprehensive Employment and Training Act) Participants Who Were Newly Enrolled in Skill Training Improvement Programs during Calendar Year 1978. Final rept.
Westat, Inc., Rockville, MD. Research Div.
Jul 84, 211p* MEL-84-03

This special report presents findings from the Continuous Longitudinal Manpower Survey (CLMS) on postprogram labor market experiences of individuals who were newly enrolled in Skill Training Improvement Programs (STIP) under the Comprehensive Employment and Training Act (CETA) during Calendar Year 1978.

Keywords: **Employment, Continuous longitudinal manpower survey, Labor market, Comprehensive employment and training act,** Education, Evaluation, Specialized training, Data collection.

PB85-150142/XCB PC **A10**/**MF A01**

DL-23-24-75-07
Continuous Longitudinal Manpower Survey (CLMS) Follow-Up Report Number 13. Postprogram Experiences, with Pre/Post Comparisons, for Terminees Who Entered CETA (Comprehensive Employment and Training Act) during FY 1980. Final rept.
Westat, Inc., Rockville, MD. Research Div.
Dec 84, 315p MEL-84-04

The report, from the Continuous Longitudinal Manpower Survey (CLMS), provides data on up to two years postprogram experiences with pre/post comparisons of FY 80 (October 1979 through September 1980) entrants to decentralized programs under the Comprehensive Employment and Training Act (CETA).

Keywords: **Employment, Training, Continuous Longitudinal Manpower Survey,** Evaluation, Comprehensive Employment and Training Act.

PB85-201275/XCB PC **A14**/**MF A01**

DL-23-24-75-07
Continuous Longitudinal Manpower Survey. Report No. 6. Characteristics of New Enrollees in CETA Programs During Fiscal Year 1976. Final rept.
Westat, Inc., Rockville, Md. Research Div.
Aug 77, 249p MEL-77-05

This is the sixth report from the Continuous Longitudinal Manpower Survey (CLMS) of a national sample of participants in decentralized programs under the Comprehensive Employment and Training Act (CETA). It is on the characteristics of enrollees who entered CETA programs during Fiscal Year 1976.

Keywords: **Employment, Manpower utilization, Personnel, Continuous longitudinal manpower survey, Enrollees,** Demographic surveys, Youths, Minority groups, Disadvantaged groups, Statistical distributions, Analyzing, Earnings, Background, Placement, Comprehensive Employment and Training Act of 1973, Public service.

See also report dated Apr 77, PB-268 348.

PB-272 950/7/XCB PC **A11**/**MF A01**

DL-23-24-75-07
Continuous Longitudinal Manpower Survey. Report No. 7. Characteristics of Enrollees Who Entered CETA Programs July 1976 through March 1977. Final rept.
Westat, Inc., Rockville, MD. Research Div.
Jun 78, 99p MEL-78-08

This report covers each of three quarters: July-September 1976, October-December 1976, and January-March 1977. There are appendix tables that contain revised data for FY 1976 (July 1975 - June 1976) new enrollees to replace the data provided in PB-272 950. These revisions eliminate as 'new enrollees' individuals who actually were transfers.

Keywords: **Employment, Manpower, Continuous longitudinal manpower survey, Comprehensive Employment and Training Act of 1973, Manpower development,** Surveys, Demography, Youths, Adults, Disadvantaged groups, Experience, Socioeconomic status, Work experience, Enrollment, Participant characteristics.

See also report dated Aug 77, PB-272 950.

PB-286 507/9/XCB PC **A05**/MF **A01**

DL-23-24-75-07
Continuous Longitudinal Manpower Survey Follow-Up Report No. 1 (18 months after entry). Post-Program Experience and Pre-Post Comparisons for Terminees Who Entered CETA in January-June 1975. Final rept.
Westat, Inc., Rockville, MD. Research Div.
Jul 78, 369p MEL-78-10

The data were collected from interviews conducted on terminees who were enrolled in Title I, II, or VI adult-oriented programs (class training, on-the-job training, adult work experience, and public service employment). This report focuses on an estimated 320,000 such terminees (about two-thirds of all the January-June 1975 entrants) who had been out of the program at least 3 months and, for longer-term data, a subgroup of 193,000 who had been out for at least a year. All terminees are included, whatever the reasons for termination, so the data cover early dropouts as well as 'completers'. (Portions of this document are not fully legible)

Keywords: **Employment, Earnings, Manpower, Continuous longitudinal manpower survey, Comprehensive Employment and Training Act of 1973, Manpower development,** Surveys, Interviews, Demography, Placement, Youths, Adults, Disadvantaged groups, Counseling, Tables(Data), Orientation(Training), Experience, Civil service, Job placement, Program effectiveness, Work experience programs, Public service occupations.

See also report dated Jan 76, PB-251 032.

PB-286 508/7/XCB PC **A16**/MF **A01**

DL-23-24-75-07
Continuous Longitudinal Manpower Survey. Report No. 8. Characteristics of Enrollees Who Entered CETA Programs During Fiscal Year 1977 (October 1976 Through September 1977). Final rept.
Westat, Inc., Rockville, MD. Research Div.
Mar 79, 295p MEL-79-03

The report presents national estimates of selected characteristics of persons newly enrolled in CETA programs during FY 1977 (October 1976 through September 1977). Like other descriptive reports in the CLMS series, the report has several purposes: to describe the persons who were selected by prime sponsors for the various programs offered under CETA; to provide baseline data for future evaluations of CETA program impact; and to note possible trends over time in enrollee characteristics.

Keywords: **Employment, Industrial training, Personnel data,** National government, Personnel selection, Characteristics, Manpower utilization, Demography, Surveys, Tables(Data), Specialized training, Low income groups, Youths, Experience, Socioeconomic status, Participation.

See also report no. 7, dated Jun 78, PB-286 507.

PB-300 973/5/XCB PC **A13**/MF **A01**

DL-23-24-75-07
Continuous Longitudinal Manpower Survey, Follow-Up Report No. 2 (18 Months After Entry). Postprogram Experiences and Pre/Post Comparisons for Terminees Who Entered CETA During Fiscal Year 1976 (July 1975–June 1976). Final rept.
Westat, Inc., Rockville, MD. Research Div.
Mar 79, 390p MEL-79-06

The report is the second follow-up from the Continuous Longitudinal Manpower Survey (CLMS) of a national sample of participants in decentralized programs under the Comprehensive Employment and Training Act of 1973. The data are on participants who entered CETA in Fiscal Year 1976 and were followed-up 18-months after entry into the program.

Keywords: **Employment, Earnings, Manpower, Continuous longitudinal manpower survey, Comprehensive Employment and Training Act of 1973,** Surveys, Interviews, Demography, Placement, Youths, Adults, Disadvantaged groups, Counseling, Tables(Data), Orientation(Training), Experience, Civil service, Personnel development, Job placement, Program effectiveness, Work experience programs, Public service occupations.

See also report dated Jul 78, PB-286 508.

PB-301 119/4/XCB PC **A17**/MF **A01**

DL-23-24-78-10
Management Review of the Employment Service (ES) Services to Veterans. Final rept. 1978-79.
Birch and Davis Associates, Inc., Silver Spring, MD.
Nov 79, 152p MEL-79-18

The report is a management review of Employment Service (ES) policy and practices for providing employment services to veterans. The study focuses on the following interrelated areas as they affect ES services to veterans, particularly Vietnam-era veterans: (1) organizational structure, behavior, and staff development; (2) major administrative practices; (3) relations with other agencies serving veterans; (4) recent program initiatives for veterans; (5) influence of external factors; and (6) staffing levels. The study is based on field interviews and examinations at 28 representative ES sites and on interviews with personnel at national, regional and State levels. The report provides some useful perspective on various ES activities on behalf of veterans and local staff impressions.

Keywords: **Placement, Employment, Federal assistance programs, Veterans,** National government, Personnel selection, Organization theory, Social services, Handicapped persons, Personnel development, Management methods, Government policies, Objectives, Manpower, Program evaluation, Vietnam War, Interagency coordination.

PB80-134968/XCB PC **A08**/MF **A01**

DL-23-24-7501
Continuous Longitudinal Manpower Study. Report No. 13: Characteristics of Youth Enrollees Who Entered CETA Programs during Fiscal Year 1980.
Final rept. Oct 79-Sep 80.
Westat, Inc., Rockville, MD. Research Div.
Jan 82, 95p MEL-82-01

This is the thirteenth report from the Continuous Longitudinal Manpower Survey (CLMS) of a national sample of participants in decentralized programs under the Comprehensive Employment and Training Act (CETA). It is on the characteristics of enrollees under age 22 who entered CETA programs during Fiscal Year 1980.

Keywords: **Youths, Characteristics,** Specialized training, Employment, Minority groups, Social services, Adults, Unemployment, Attitudes, Females, Comprehensive Employment and Training Act.

PB82-229113/XCB PC **A05**/MF **A01**

DL-23-25-75-07
Continuous Longitudinal Manpower Survey. Report No. 14: Characteristics of Enrollees Who Entered Adult-Oriented CETA Programs during Fiscal Year 1980. Final rept. Oct 78-Sep 80.
Westat, Inc., Rockville, MD. Research Div.
Jan 82, 100p MEL-82-02

This is the fourteenth report from the Continuous Longitudinal Manpower Survey (CLMS) of a national sample of participants in decentralized programs under the Comprehensive Employment and Training Act (CETA). It is on the characteristics of enrollees who entered adult-oriented CETA programs during Fiscal Year 1980.

Keywords: **Youths, Characteristics,** Specialized training, Employment, Minority groups, Social services, Adults, Unemployment, Attitudes, Females, Comprehensive Employment and Training Act.

PB82-237959/XCB PC **A05**/MF **A01**

DL-23-25-75-07
Continuous Longitudinal Manpower Survey. Net Impact Report No. 1 (Supplement No. 1). The Impact of CETA on 1978 Earnings: Participants in Selected Program Activities Who Entered CETA During FY 1976. Final rept.
Westat, Inc., Rockville, MD. Research Div.
Jul 82, 76p MEL-82-05

This report supplements the first formal report on the estimates of the net impact of Comprehensive Employment and Training Act (CETA) decentralized programs on the FY 1976 participants' postprogram earnings. It uses Social Security Administration data to provide estimates for an additional year (1978) beyond those presented in the earlier report. The impacts were measured by differences in Social Security covered earnings between the Continuous Longitudinal Manpower Survey (CLMS) sample of CETA participants and a matched comparison group drawn from the Current Population Survey (CPS), after adjustment by regression methods for differences in background factors.

Keywords: **Specialized training, Employment,** Earnings, Disadvantaged groups, Evaluation, Project management, Background, Qualifications, Comprehensive Employment and Training Act.

See also Report No. 1, PB81-206427.

PB83-137943/XCB PC **A05**/MF **A01**

DL-23-25-78-09
STIP (Skill Training Improvement Program) I. CETA and the Private Sector. Implementation Experiences of Selected Projects. Final rept. Apr-Aug 78.
Abt Associates, Inc., Cambridge, MA.
Sep 79, 108p MEL-79-19A

The report reviews operational experience for 15 local programs in the Skill Training Improvement Program (STIP) funded in 1977-78 under the Comprehensive Employment and Training Act (CETA) to stimulate high-skilled, relatively long-term training for disadvantaged workers with special involvement of private employers. The report analyzes, on a cross-site basis, how the projects were structured and their occupations selected; the nature and reasons for changes from initial plans; problems and procedures in recruitment and selection of eligible disadvantaged participants; and benefits, challenges, and problems resulting from the STIP experience.

Keywords: **Specialized training, Disadvantaged groups, Skill development, Skill Training Improvement Program,** Employment, Project management, Coordination, Businesses, Abilities, Placement, Personnel development, National government, Evaluation, Unskilled workers, Industrial training, Comprehensive Employment and Training Act, Employment programs.

See also report dated Mar 79, PB-297 482.

PB80-115793/XCB PC **A06**/MF **A01**

DL-23-25-78-09
STIP (Skill Training Improvement Program) I:CETA and the Private Sector. Implementation Experiences of Selected Projects. Appendix: STIP I Case Studies.
Abt Associates, Inc., Cambridge, MA.
Sep 79, 188p MEL-79-19B

The volume provides case study information on 15 local Skill Training Improvement Programs (STIP) conducted by Comprehensive Employment and Training Act (CETA) prime sponsors. It is the Appendix to the report PB80-115793: STIP I - CETA and the Private Sector - Implementation Experiences of Selected Projects. Each case study provides a 12-15 page description of how the local program was structured and managed, how occupations were selected, problems and procedures in recruitment and selection of participants, the nature of the training design, the role of the private sector employers, and the relationship of the project to other CETA programs.

Keywords: **Specialized training, Disadvantaged groups, Skill development, Skill Training Improvement Program,** Employment, Project management, Businesses, Placement, Abilities, Personnel development, Evaluation, Unskilled workers, Industrial training, Comprehensive Employment and Training Act of 1973, Employment programs.

Appendix to Final rept. for Apr-Aug 78, PB80-115793.

PB80-122567/XCB PC **A09**/**MF A01**

DL-23-25-78-09
Evaluation of the Skill Training Improvement Program (STIP). Phase I. Starting Up.
Abt Associates, Inc., Cambridge, MA.
Mar 79, 146p MEL-79-08A

The report reviews early experience of Skill Training Improvement Program (STIP) projects conducted by Comprehensive Employment and Training Act (CETA) prime sponsors under the 'economic stimulus' appropriation of 1977-78. These projects were designed to provide long-term, classroom-oriented, higher skill training to disadvantaged workers, with special involvement of private sector employers. The study indicates that initial STIP experience improved CETA's image in the business community and enabled more meaningful private sector involvement in a variety of activities including program design, developing and reviewing curriculum, providing equipment, space, and/or actual training, and placement of trainees.

Keywords: **Specialized training, Disadvantaged groups, Skill development, Skill Training Improvement Program,** Employment, Project management, Coordination, Businesses, Corporations, Abilities, Placement, Personnel development, National government, Evaluation, Unskilled workers, Industrial training, Sponsors, Comprehensive Employment and Training Act, Employment programs, Participation.

PB-297 482/2/XCB PC **A07**/**MF A01**

DL-23-25-78-09
Evaluation of the Skill Training Improvement Program (STIP). Phase I. Project Summaries.
Abt Associates, Inc., Cambridge, MA.
Mar 79, 292p MEL-79-08B

The volume presents one-page descriptions of the plans of the 141 initially funded Skill Training Improvement Program (STIP) projects. The descriptions provide an overview of the projects, as they were proposed, highlighting the oversight committee, occupational selection process, occupations selected, participants, training approach, upgrading, placements, budget, project completion, and early modifications. Seventy-two project summaries are accompanied by brief project updates, description of early start-up progress, problems, and changes being made in early operations.

Keywords: **Specialized training, Disadvantaged groups, Skill development, Skill Training Improvement Program,** Employment, Project management, Evaluation, Abilities, Unskilled workers, Placement, Personnel development, National government, Upgrading, Personnel selection, Industrial training, Descriptions, Budgeting, Abstracts, Sponsors, Comprehensive Employment and Training Act, Occupational choice, Participation.

PB-297 483/0/XCB PC **A13**/**MF A01**

DL-23-25-79-01
Study of Data Methodology to Improve Validation of the U.S. Employment Service ESARS (Employment Security Automated Reporting System) System. Final rept.
Abt Associates, Inc., Cambridge, MA.
Dec 80, 137p MEL-80-16

The report suggests several steps which program managers may wish to consider in order to meet Federal and State needs more adequately. Prominent among these is more use of sampling for validation, development of estimates of statewide national placement reporting errors, and putting statewide outside verification surveys on an annual basis, using procedures outlined in the Employment Security Automated Reporting System (ESARS) Handbook with additional follow-up to reconcile questionable cases. The contractor is skeptical about reliance on use of a cross match of Employment Service (ES) referrals and Unemployment Insurance (UI) wage records, since the UI records do not indicate the ES role in the hiring transaction and 13 States do not have such record systems.

Keywords: **Employment, Information systems,** Insurance, Job analysis, Placement, Evaluation, Unemployment insurance.

PB81-246605/XCB PC **A07**/**MF A01**

DL-23-27-77-01
Evaluation of CETA/SESA Linkage Demonstration Projects. Final rept. Dec 76-Dec 77.
Institute for Manpower Program Analysis, Consultation and Training, Inc., Minneapolis, MN.
Jul 78, 194p MEL-78-11

The report evaluates the experience of nine Comprehensive Employment and Training Act/State Employment Security Agencies projects funded by the Department of Labor to encourage the development of cooperation on selected activities between CETA and SESA. Notable findings on the diverse projects are that: (1) at least partial linkages can be made workable, but require time and effort to put in place, (2) such efforts can improve CETA/ES relations and program performance, and (3) regional and state officials may have to exert some pressure, as well as provide support and guidance, to get CETA sponsors and ES agencies together on coordination of their activities. (Portion of this document is not fully legible)

Keywords: **Coordination, Federal assistance programs, State government, Comprehensive Employment and Training Act, State Employment Security Agencies,** National government, Employment, Personnel development, Linkages, Cooperation, Efficiency, Organization theory, Projects, Evaluation, Staff utilization, Program effectiveness, State agencies, Employment services.

PB-288 557/2/XCB PC **A09**/**MF A01**

DL-23-34-76-06
Evaluation of the Economic Impact of the Job Program, Second Follow-Up Report. Final rept. Feb 77-Jul 79.
Mathematica Policy Research, Inc., Princeton, NJ.
Apr 80, 238p MEL-80-07

The evaluation is on both (a) the postprogram economic impact of the Job Corps on its participants and (b) the program's economic benefits in relation to its costs. The report addresses the basic issues of whether the sizable investment per youth in Job Corps produces benefits for participants and is 'worth' the costs. The study found that the Job Corps does provide sizable positive effects for participants and that the program's benefits to society in dollar terms substantially exceeds its costs. The study's detailed evidence is based on a tracking of the experience of Job Corps participants and a comparable group of disadvantaged youth who did not participate in the program, for a period up to 2 years after participants left the program.

Keywords: **Economic Impact, Youths, Employment, Job Corps,** Federal assistance programs, Specialized training, Benefit cost analysis, Disadvantaged groups, Performance evaluation, Personnel development, Industrial training, Earnings, Investments, Characteristics, Participation, Families.

Supersedes PB-292 410.

PB80-200991/XCB PC **A11**/**MF A01**

DL-23-34-76-06
Evaluation of the Economic Impact of the Job Corps Program - Third Follow-Up Report. Final rept. Feb 77-Dec 81,
Mathematica Policy Research, Inc., Princeton, NJ.
C. Mallar, S. Kerachsky, C. Thornton, and D. Long. Sep 82, 312p DLETA-23-34-76-06

This evaluation is on both (a) the postprogram economic impact of the Job Corps on its participants and (b) the program's economic benefits in relation to its costs. The report addresses the basic issues of whether the sizable investment per youth in Job Corps produces benefits for participants and is 'worth' the costs. The study found that the Job Corps does provide sizable positive effects for participants and that the program's benefits to society in dollar terms substantially exceed its costs. The study's detailed evidence is based on a tracking of the experience of Job Corps participants and a comparable group of disadvantaged youth who did not participate in the program, for a period up to 4 years after participants left the program.

Keywords: **Economic Impact, Youths, Employment, Job corps,** Federal assistance programs, Specialized training, Benefit cost analysis, Disadvantaged groups, Performance evaluation, Personnel development, Industrial training, Earnings, Investments, Characteristics, Participation, Families.

Supersedes PB80-200991.

PB83-145441/XCB PC **A14**/**MF A01**

DL-23-34-76-06
Evaluation of the Economic Impact of the Job Corps Program - An Examination of Job Corps Participation. Special rept.
Mathematical Policy Research, Inc., Princeton, NJ.
Jun 78, 84p MEL-78-09

This report is an early product of an evaluation of the economic impact of the Job Corps on its participants. It is based on data collected from a sample of 5,133 Job Corps participants interviewed in mid-1977. The report describes the nature of the Job Corps program, and provides information on enrollee characteristics, work histories, family background, reasons for enrolling in Job Corps, enrollee sources of information about the program, and enrollee ratings of the program.

Keywords: **Youths, Specialized training, Economic Impact, Job Corps,** Minority groups, Males, Females, Ethnic groups, Attitudes, Characteristics, Family relations, Counseling, Vocational guidance, Employment, Unemployment, Program effectiveness, Comprehensive Employment and Training Act.

PB-288 167/0/XCB PC **A05**/**MF A01**

DL-23-34-76-06
Evaluation of the Economic Impact of the Job Corps Program. First Follow-Up Report. Final rept. Feb 77-Oct 78.
Mathematica Policy Research, Inc., Princeton, NJ.
Dec 78, 205p MEL-79/04

The evaluation of the short term economic impact of the Job Corps program provides evidence of positive effects of the program. From data collected in the first seven months of postprogram experience, the study found that Job Corps participants did better than comparable nonparticipants on a variety of economic and social measures, most notably obtaining of employment earnings gains, participation in welfare programs, health, and arrests. The study also develops a cost-benefit analysis which tentatively finds that the Job Corps program is 'economically efficient' in that its long-term dollar benefits to society are greater than its costs; the various assumptions in developing the cost-benefit estimates are identified and discussed in detail. (Further tracking of experience about a year later will determine whether the early gains deteriorate, hold up, or increase further over a longer period of time.)

Keywords: **Economic Impact, Federal assistance programs, Manpower, Employment programs, Job Corps,** National government, Employment, Unemployment, Personnel development, Earnings, Socioeconomic status, Disadvantaged groups, Youths, Education, Services, Evaluation, Benefit cost analysis, Econometrics, Labor force participation, Training, Program evaluation.

PB-292 410/8/XCB PC **A10**/**MF A01**

DL-23-34-79-03
Public Service Employment In Fiscal Year 1980. Final rept. 1977-79,
Princeton Univ., NJ.
R. F. Cook, J. M. Galchick, A. J. Maurice, C. J. Orlebeke, and V. L. Rawlins. Mar 81, 166p MEL-81-06

The report examines effects of the Comprehensive Employment and Training Act (CETA) 1978 changes in the public service employment (PSE) programs, on the basis of field analyses of 42 local government jurisdictions. It focuses particularly on local-Federal relations, on how local governments adapted their PSE activities in light of the revised CETA requirements, and on the extent of displacement or substitution (use of Federal funds to substitute for local funding of public jobs rather than to create jobs that would not otherwise be funded).

Keywords: **Employment, Disadvantaged groups, Policies, Manpower** utilization, Personnel management, **Salaries,** Comprehensive Employment and Training Act, Public Service Employment, Job creation.

See also PB-300 370.

PB82-130600/XCB PC **A08**/MF **A01**

DL-24-11-80-01
CETA (Comprehensive Employment and Training Act) Experience: 1978-1980. Preliminary rept.,
Bureau of Social Science Research, Inc., Washington, DC.
W. Mirengoff, L. Rindler, and H. Greenspan. Apr 81, 125p MEL-81-08

The report is on the effects of the Comprehensive Employment and Training Act (CETA) 1978 amendments. It focuses particularly on experiences with changes in the public service employment (PSE) programs, but examines also some aspects of CETA management, service delivery systems, and the role of organized labor.

Keywords: **Employment, Comprehensive Employment and Training Act, Training,** Project management, Management analysis, Specialized training, Industrial training, Sponsors, Program evaluation.

PB81-243834/XCB PC **A06**/MF **A01**

DL-24-11-80-01
CETA: Accomplishments, Problems, Solutions. Final rept. 1978-80,
Bureau of Social Science Research, Inc., Washington, DC.
W. Mirengoff, L. Rindler, H. Greenspan, and C. Harris.
Nov 81, 353p MEL-81-12

The report, on the effects of the 1978 amendments to the Comprehensive Employment and Training Act (CETA), focuses particularly on experience with changes in the public service employment (PSE) programs, but examines also some aspects of CETA management, service delivery systems, the role of organized labor, and job placement. The study is based largely on field reviews of a sample of 28 prime sponsors, conducted in October 1980, about 18 months after the CETA amendments became effective. The reviews were by local analysts, largely from academic or research organizations, who used a common study outline as a basis for examining and assessing experience in their areas.

Keywords: **Specialized training, Comprehensive Employment and Training Act of 1973,** Employment, Project management, Industrial training, Disadvantaged groups, Sponsors.

Supersedes PB81-243834.

PB82-142910/XCB PC **A16**/MF **A01**

DL-24-39-79-01
Formative Evaluation of the Private Sector Initiative Program. Rept. no. 2.
Ohio State Univ. Research Foundation, Columbus.
Oct 79, 38p MEL-79/21

The report examines the early stages of the emergence of the Private Sector Initiative Program (Title VII of the Comprehensive Employment and Training Act as amended in 1978). It focuses on issues such as (1) strategies used by prime sponsorships for increasing private sector involvement; (2) the formation and role of Private Industry Councils; (3) the nature of programs planned and implemented; and (4) the nature of individuals targeted and served.

Keywords: **Specialized training, Disadvantaged groups,** Project planning, Placement, Employment, Businesses, Corporations, Incentives, Sponsors, Comprehensive Employment and Training Act of 1973.

See also report dated May 79, PB-301 159.

PB80-113079/XCB PC **A03**/MF **A01**

DL-24-39-79-01
Formative Evaluation of the Private Sector Initiative Program. Rept. no. 3 (Interim) Oct-Dec 79.
Ohio State Univ. Research Foundation, Columbus.
Jan 80, 62p MEL-80-02

The report is the third in a series that evaluates the implementation of the Private Sector Initiative Program (PSIP) established by Title VII of the Comprehensive Employment and Training Act (CETA). Under this program, CETA prime sponsors seek to involve the private sector in local employment and training activities for the disadvantaged. The report is based on observations in a sample of 25 prime sponsors and covers developments through December 1979. The evaluators found that: (1) during 1979, PSIP achieved steady progress consistent with reasonable expectations; (2) it was a year of institution-building, which involved establishing the Private Industry Councils (PICs), setting up administrative relationships between PSIP and the regular CETA programs, and planning the programs to be operated under PSIP; (3) it is too early to judge the programmatic impacts of the initiative; and (4) the program's progress to date supports a continuation of current national policy without major changes.

Keywords: **Specialized training, Disadvantaged groups,** Patterns, Evaluation, Surveys, Interviews, Businesses, Incentives, Employment, Public opinion, Project management, Comprehensive Employment and Training Act of 1973.

Prepared in cooperation with Ohio State Univ., Columbus. Mershon Center for Education in National Security. See also Report no. 1, PB-301 159, and Report no. 2, PB80-113079.

PB80-159619/XCB PC **A04**/MF **A01**

DL-24-39-79-01
Formative Evaluation of the Private Sector Initiative Program. Rept. no. 4 (Interim).
Ohio State Univ., Columbus. Mershon Center for Education in National Security.
Aug 80, 92p MEL-80-12

This is the fourth report in a series that evaluates implementation of the Private Sector Initiative Program (PSIP), established by Title VII of the Comprehensive Employment and Training Act (CETA), under which CETA prime sponsors seek to involve private business in local employment and training activities for the disadvantaged. The report is based on observation at 25 sites and covers developments through June 1980. The evaluators found that most sponsors advanced from the necessary institution building stage in 1979 to actual initiation of projects in mid-1980. They found two patterns developing -- one of sponsors who have focused goals and rapid implementation, and the other with broader goals with slower implementation -- and caution that is not yet possible to judge which is better. Another feature found is that a third of the sponsors had developed some customized training with a high level of employer involvement geared to the needs of an identified company or group of employers. These and other developments are traced in the report, which also analyzes well the various types of factors influencing the pace and nature of PSIP development in different sponsor settings.

Keywords: **Specialized training, Disadvantaged groups,** Patterns, Evaluation, Surveys, Interviews, Businesses, Incentives, Employment, Public opinion, Project management, Comprehensive Employment and Training Act of 1973.

See also Rept. no. 3, PB80-159619, and Rept. no. 5, PB81-153462.

PB81-153454/XCB PC **A05**/MF **A01**

DL-24-39-79-01
Formative Evaluation of the Private Sector Initiative Program. Rept. no. 5 (Interim).
Ohio State Univ., Columbus. Mershon Center for Education in National Security.
Jan 81, 64p MEL-81-02

This is the fifth report in a series that evaluates implementation of the Private Sector Initiative Program (PSIP), established by Title VII of the Comprehensive Employment and Training Act (CETA), under which CETA prime sponsors seek to involve private business in local employment and training activities for the disadvantaged. The report, based on observation at 25 sites through late 1980, provides the first assessment of the Private Industry Councils (PICs) and comes up with indicators of progress against which it rates progress of the sample sponsors in launching PSIP operations.

Keywords: **Specialized training, Disadvantaged groups,** Patterns, Evaluation, Surveys, Interviews, Businesses, Incentives, Employment, Public opinion, Project management, Comprehensive Employment and Training Act of 1973.

See also Rept. no. 4, PB81-153454.

PB81-153462/XCB PC **A04**/MF **A01**

DL-24-39-79-01
Implementation of the Targeted Jobs Tax Credit.
Rept. no. 1 (Interim).
Ohio State Univ., Columbus.
Jul 80, 65p MEL-80-13

The report summarizes the most important features of the implementation of the Targeted Jobs Tax Credit (TJTC) in twenty-five Prime Sponsorships throughout the United States and highlights emerging general issues and questions. It also describes national program performance to set the context for observed local patterns.

Keywords: **Employment, Tax credits, Job creation,** Placement, Project management, Industrial training, Sponsors, Program evaluation.

See also PB81-161820.

PB81-161838/XCB PC **A04**/MF **A01**

DL-24-39-79-01
Implementation of the Targeted Jobs Tax Credit.
Rept. no. 2 (Interim).
Ohio State Univ., Columbus. Mershon Center for Education in National Security.
Jan 81, 69p MEL-81-01

This is the second report in a series that evaluates local administration of the Targeted Jobs Tax Credit (TJTC). The report, based on field study of 25 sites through October 1980, finds that many Employment Service (ES) offices and most Comprehensive Employment and Training Act (CETA) sponsors (the principal administering agencies) continue to be skeptical about TJTC and reluctant to use it extensively as a placement tool. Additionally, the report seeks why employers have responded only weakly to the tax credit incentive to hire from the targeted groups.

Keywords: **Employment, Tax credits, Job creation,** Expenses, Taxes, Incentives, Disadvantaged groups, Personnel selection, Sponsors, Comprehensive Employment and Training Act.

See also PB81-161838.

PB81-162398/XCB PC **A04**/MF **A01**

DL-24-39-79-01
Implementation of the Targeted Jobs Tax Credit.
Rept. no. 3 (Interim).
Ohio State Univ., Columbus.
May 81, 100p MEL-81-09

This is the third report in a series that evaluates local administration of the Targeted Jobs Tax Credit (TJTC). It is based primarily on field study of 25 sites, through March 1981. The basic finding is that TJTC has not been used as generally expected. Most notably: Many Job Service offices and Comprehensive Employment and Training Act (CETA) sponsors are skeptical of TJTC and reluctant to use it extensively as a placement tool; relatively little use is made by eligible job seekers of a TJTC voucher to help their job search; and most employers who draw on TJTC do so by getting retroactive certifications of employees hired earlier rather than by seeking TJTC new hires. The report also examines reasons for the generally limited employer response to availability of the tax credit.

Keywords: **Employment, Tax credits, Job creation,** Placement, Project management, Industrial training, Specialized training, Taxes, Sponsors, Program evaluation.

See also report no. 1, dated Jul 80, PB81-161838.

PB81-241580/XCB PC **A05**/MF **A01**

DL-24-39-79-01
Formative Evaluation of the Private Sector Initiative Program: Report No. 6. Interim analysis.
Ohio State Univ. Research Foundation, Columbus.
Jun 81, 80p MEL-81-10

This is the sixth report in a series that evaluates implementation of the Private Sector Initiative Program (PSIP), established by Title VII of the Comprehensive Employment and Training Act (CETA), under which CETA prime sponsors seek to involve private business in local employment and training activities for the disadvantaged. The report, based on field examination of 25 sample CETA sponsor sites through March 1981, undertakes to (1) identify the principal goals being pursued locally and judge the degree of accomplishment on them thus far, (2) classify the types of activities being conducted, efforts to market PSIP, and the criteria used to choose projects and deliverers, (3) rate progress on specific outcomes – stimulation of business participation, influence on the overall CETA system, and results for PSIP participants, and (4) assess the functioning of the PSIP Private Industry Councils.

Keywords: **Employment, Industrial training, Disadvantaged groups, Training,** Specialized training, Project management, Incentives, Comprehensive Employment and Training Act, Program evaluation, Participation, Sponsors.

See also rept. no. 5, PB81-153462.

PB81-243818/XCB PC **A05**/MF **A01**

DL-24-39-79-01
Formative Evaluation of the Private Sector Initiative Program, 1979-1981. Final rept.,
Ohio State Univ. Research Foundation, Columbus.
R. Ripley. Jan 82, 177p DLETA-24-39-79-01-7, , MEL-81-13

This is the seventh and final report of nearly 3 years of periodic assessment of the Private Sector Initiative Program (PSIP), established by Title VII of the Comprehensive Employment and Training Act (CETA), to involve private business in local employment and training activities. The report, based on field examination of 25 sample CETA sponsor sites, judges the degree of progress by PSIP by late 1981, describes the varying ways it has evolved in differing local settings, and analyzes factors aiding and limiting development.

Keywords: **Specialized training, Employment,** Businesses, Economic development, Disadvantaged groups, Youths, Objectives, Comprehensive Employment and Training Act.

PB82-197815/XCB PC **A09**/MF **A01**

DL-24-39-79-01
Implementation of the Targeted Jobs Tax Credit.
Final rept.,
Ohio State Univ. Research Foundation, Columbus.
Jan 82, 54p MEL-81-09

This is the fourth and final report in a series that evaluates local administration of the Targeted Jobs Tax Credit (TJTC). It is based primarily on field study of 25 sites, through July 1981. The basic finding is that TJTC has not been used as generally expected. Most notably: Many Job Service Offices and Comprehensive Employment and Training Act (CETA) sponsors are skeptical of TJTC and reluctant to use it extensively as a placement tool; relatively little use is made by eligible job seekers of a TJTC voucher to help their job search; and most employers who draw on TJTC do so by getting retroactive certifications of employees hired earlier rather than by seeking TJTC new hires. The report also examines reasons for the generally limited employer response to availability of the tax credit.

Keywords: **Employment, Disadvantaged groups,** Taxes, Evaluation, Placement, Surveys, Comprehensive Employment and Training Act, Targeted Jobs Tax Credit.

PB82-229618/XCB PC **A04**/MF **A01**

DL-24-39-79-01
Implementation of HIRE II. Final rept. 1978-79.
Ohio State Univ. Research Foundation, Columbus.
Jul 79, 81p MEL-79/17

The report evaluates the start-up and operating phase of the HIRE II (Help Through Industry Retraining and Employment) program, under which Comprehensive Employment and Training Act (CETA) prime sponsors sought to develop on-the-job (OJT) programs for veterans. It is based on findings from site visits to 15 sample prime sponsorships. The study focuses on program performance both nationally and at the local level, the factors affecting performance, and the implications of the experience under HIRE II for planning future nationally-stimulated local CETA programs for special target groups.

Keywords: **Industrial training, Personnel development, On job training, Veterans,** National government, Federal assistance programs, Education, Employment, Manpower utilization, Government policies, Comprehensive Employment and Training Act, Training, Program evaluation, Sponsors, Job development, HIRE 2 program.

See also report dated Nov 78, PB-290 512.

PB-300 597/2/XCB PC **A05**/MF **A01**

DL-24-39-79-01
Formative Evaluation of the Private Sector Initiative Program. Rept. no. 1.
Ohio State Univ. Research Foundation, Columbus.
May 79, 45p MEL-79/14

The report evaluates the progress of Comprehensive Employment and Training Act (CETA) prime sponsors in implementing the new CETA Title VII, Private Sector Initiative Program (PSIP). Under this program prime sponsors seek to involve the private sector in local employment and training activities for the economically disadvantaged. The study is based on site visits to 25 sample prime sponsorships during the period from February to May 1979, prior to the provision of PSIP funding by Congress. The report focuses on local biews on the importance of PSIP, the strategies and incentives used by sponsors to attract business involvement, and the description of early program development, including organizing Private Industry Councils (PICs) and planning program activities.

Keywords: **Specialized training, Patterns, Disadvantaged groups,** Evaluation, Surveys, Interviews, Businesses, Incentives, Employment, Public opinion, Project management, Comprehensive Employment and Training Act of 1973.

PB-301 159/0/XCB PC **A03**/MF **A01**

DL-24-48-78-01
Transition from Public Service Employment to Unsubsidized Jobs in the Private and Public Sector.
Final rept. 1977-78.
Lyndon B. Johnson School of Public Affairs, Austin, TX.
Sep 78, 152p MEL-78-14

Based on field study by graduate students at 8 Texas CETA prime sponsors, reports on problems in 1977-78 of efforts to transition public service employment (PSE) program enrollees to unsubsidized jobs. This was a period when the PSE program was being expanded rapidly, so attention was more on buildup than on transitioning participants out of the program. The report identifies barriers to such placement, as well as elements of programs supportive of transition.

Keywords: **Employment, Disadvantaged groups,** Specialized training, Placement, Federal assistance programs, Comprehensive Employment and Training Act of 1973.

PB81-169096/XCB PC **A08**/MF **A01**

DL-24-51-79-02
Analysis of Two Year Post-Program Earnings Paths of CETA Participants Using the Early CLMS (Continuous Longitudinal Manpower Survey) Cohorts (January 1975 - June 1975 Entry). Final rept.
College of William and Mary, Williamsburg, VA.
D. H. Finifter. Dec 80, 158p MEL-80-19

The study uses the initial two cohorts of the Continuous Longitudinal Manpower Survey (CLMS) to examine the earnings paths of persons who enrolled in adult-oriented Comprehensive Employment and Training Act (CETA) programs during the first six months of 1975. By using a pooled cross-section/time series data structure and multiple regression, earnings patterns from the fourth quarter prior to entry through the eighth quarter after termination are examined. Although it cannot be attributed to program participation, one overall pattern stood out among the several identified: post-program earnings paths moved upward and there is no fall back to pre-program levels.

Keywords: **Disadvantaged groups, Earnings,** Employment, Specialized training, Adults, Comprehensive Employment and Training Act of 1973, On job training.

PB81-155525/XCB PC **A08**/MF **A01**

DL-28-11-81-01
Neglected Source of Human Wealth: Study of Formal Education and Training during the Adult Years. Final rept.,
George Washington Univ., Washington, DC.
A. V. Adams, H. Goldstein, A. V. Harrell, S. L. Mangum, and P. W. Wirtz. 1 Sep 82, 515p DELTA-28-11-81-01

This study describes the participants and institutions involved in education and training during the adult years. It examines the labor market outcomes and explores the economic and social factors influencing participation in this education and training using data from a national longitudinal study of young men and women who were followed over a ten-year period beginning in the mid 1960's. The findings suggest that those who benefit most from participation in education and training during the adult years are those involved in company-based programs, those who hold white collar, managerial, professional, and technical occupations, and those who participate with some frequency in programs of short to moderate duration. Most important, the study points to the cumulative nature of knowledge and skill development over the life cycle. Early advantages leading to knowledge and skill development during childhood and adolescence are found to be perpetuated in the adult years with important implications for social stratification.

Keywords: **Education, Adults,** Specialized training, Schools, Earnings, Employment, Apprenticeship, Government policies, Manpower, Vocational guidance, Industrial training.

PB83-153395/XCB PC **A22**/MF **A01**

DL-28-25-78-36
Youth Entitlement Demonstration. Interim Report on Program Implementation (2nd),
Manpower Demonstration Research Corp., New York.
W. A. Diaz, J. Ball, N. Jacobs, L. Solnick, and A.
Widman. Mar 80, 302p DLMA-28-36-78-36-14

The report reviews the progress made by the sites from September 1978 through August 1979 in implementing Entitlement's rigorous program model. The Youth Entitlement Demonstration, mandated by Congress in the Youth Act of 1977, establishes a job guarantee in 17 communities for disadvantaged 16 to 19 year olds, conditional on their returning to or remaining in school. Overall, this report documents the improvement of the sites in implementing Entitlement's program model. The report also documents the fact that large numbers of youths were successfully recruited and in almost all cases, that a sufficient number of jobs were provided for them, including a growing number of jobs in the private sector. However, while substantial improvements in administration are noted, the report also points out that the program model continues to cause operational problems at a few of the sites.

Keywords: **Youths, Employment, School,** Education, Disadvantaged groups, Manpower utilization, Models.

PB81-108417/XCB PC **A14**/MF **A01**

DL-28-29-78-53
Vocational Exploration Program (1978). Final rept.,
Saint Louis Univ., MO. Center for Urban Programs.
B. P. Nedwek, J. T. Manns, and E. A. Tomey. Aug 79,
253p DLMA-28-29-78-53-F

The Vocational Exploration Program was designed to provide economically disadvantaged youth an opportunity to explore career opportunities in the private sector. Its central objective was to ease the transition from school to work through the development of cognitive and attitudinal skills appropriate to the world of work. Analysis of the summer program showed that sex and race were significantly related to attitudinal change, while age and year in school were unrelated to improved attitudes. Improvements in attitudes occurred disproportionately among VEP enrollees when compared with a sample of SPEDY enrollees. Program implementation strategies were very diverse and uneven in quality. Such diversity reflects the need to better structure vocational exploration efforts and to develop more elaborate guidelines and program materials.

Keywords: **Personnel development, Disadvantaged groups, Youths,** Counseling, Employment, Government policies, Attitudes, Males, Females, Ethnic groups, Vocational guidance, Career ladders.

PB80-169394/XCB PC **A12**/MF **A01**

DL-28-36-78-36
Quality of Work in the Youth Entitlement Demonstration. Special rept. Jan 78-Nov 79,
Manpower Demonstration Research Corp., New York.
J. Ball, D. M. Gerould, and P. Burstein. Apr 80, 147p
DLMA-28-36-78-36-8

This report assesses the quality of work settings created for the Youth Entitlement participants. The Youth Entitlement Demonstration, mandated by Congress under the Youth Act, establishes a job-guarantee in 17 communities for disadvantaged 16 to 19 year olds, conditional on their returning to or remaining in high school. The findings indicated that between 85 and 90 percent of worksites were adequate, and 10 to 15 percent were less than adequate. No substantial differences in quality existed between worksites in large Tier I sites and smaller Tier II sites, between summer full-time and school-year part-time periods, or between public, nonprofit, and for profit sectors. Site assessors, however, were somewhat more likely to rate Tier II worksites, which had closer youth-supervisor interaction, better than those in Tier I.

Keywords: **Youth, Disadvantaged groups, Employment,** Schools, Students, Education, Project evaluation.

Prepared in cooperation with Yale Univ., New Haven.

PB80-220924/XCB PC **A07**/MF **A01**

DL-28-36-78-36
Preliminary Estimate of the Impact of Youth Entitlement on School Behavior. Interim rept. Jan 78-Jun 79,
Manpower Demonstration Research Corp., New York.
S. Mandel, and L. Solnick. Oct 79, 72p DLMA-28-36-78-36-9

The report presents preliminary estimates of the early impacts of the Youth Entitlement Demonstration on school behavior -- both in return-to-school rates by dropouts and in retention-in-school by those youths already in school. The Youth Entitlement Pilot Projects Demonstration, created under the Youth Act of 1977, establishes a job guarantee in 17 communities for disadvantaged 16 to 19 year olds, conditional on their returning to or remaining in high school. The finding of the analysis, based on interview data, school data, and interviews with school officials, suggest that entitlement is having an impact on school enrollment, a finding subject to extreme caution, because of the limitations on the data bases at this early point in the program's research effort.

Keywords: **Youths, Disadvantaged groups, Employment,** Schools, Education, Students, Behavior.

PB80-221054/XCB PC **A04**/MF **A01**

DL-28-36-78-36
Schooling and Work Among Youths from Low-Income Households: A Baseline Report from the Entitlement Demonstration. Special rept.,
Manpower Demonstration Research Corp., New York.
S. Barclay, C. Bottom, G. Farkas, E. W. Stromsdorfer, and R. J. Olsen. May 79, 234p DLMA-28-36-78-36-7

The report attempts to illustrate the relationship between school enrollment and work experience among youth eligible for a job-guarantee program, such as the Youth Entitlement Demonstration. The Youth Entitlement Demonstration, created under the Youth Act of 1977, establishes a job guarantee in 17 communities for disadvantaged 16 to 19 years old, conditional on their returning to or remaining in high school.

Keywords: **Low income groups, Youths,** Employment, Education, Disadvantaged groups, Schools, Manpower utilization, Unemployment, Legislation.

Prepared in cooperation with Abt Associates, Inc., Cambridge, MA., and Yale Univ., New Haven, CT.

PB81-100141/XCB PC **A11**/MF **A01**

DL-28-36-78-36
Youth Entitlement Demonstration: An Interim Report on Program Implementation. Rept. for Jan-Sep 78,
Manpower Demonstration Research Corp., New York.
J. Ball, W. Diaz, J. Leiman, S. Mandel, and K. McNutt.
Apr 78, 283p DLMA-28-36-78-36-11

The research report covers the planning, start-up, and early site operations of the Youth Entitlement Demonstration from January to September 1978. The Youth Entitlement Demonstration is a guaranteed jobs program mandated by Congress. The Department of Labor engaged the Manpower Demonstration Research Corporation (MDRC) to manage the research and analysis of the demonstration and to coordinate its implementation under the direction of the Department of Labor's Office of Youth Programs. This report covers the planning, start-up, and early site operations of the demonstration. It seeks to document and analyze the institutional and programmatic role of the schools and the prime sponsors, to analyze the adaptability of CETA to the requirements of operating a job entitlement program, and to study the role of the schools as participating organizations. A preliminary measure of program costs is included.

Keywords: **Youths, Employment,** Education, Schools, Manpower utilization, Incentives, Information systems.

PB81-110223/XCB PC **A13**/MF **A01**

DL-28-36-78-36
Youth Entitlement Demonstration Program: A Summary Report on the Start-Up Period of the Youth Incentive Entitlement Pilot Projects. January-June, 1978.
Manpower Demonstration Research Corp., New York.
Jan 79, 86p DLMA-28-36-78-36-10

This report is a summary of the start-up period of the Youth Incentive Entitlement Pilot Projects (the formal title of the Youth Entitlement Demonstration program). The Youth Entitlement Demonstration is one of the experimental initiatives mandated by Congress in the Youth Employment and Demonstration Act of 1977. The Department of Labor engaged the Manpower Demonstration Research Corporation (MDRC) to manage the research and analysis of the demonstration and to coordinate the implementation under the direction of the Department of Labor's Office of Youth Programs. This report covers the implementation of the project in early 1978, recruitment and enrollment, assignment of youths to their worksites, characteristics of enrollees, and other data.

Keywords: **Youths, Employment,** Education, Schools, Manpower utilization, Incentives, Information systems, Characteristics.

PB81-111601/XCB PC **A05**/MF **A01**

DL-28-36-78-36
Quality Control of Eligibility: Results of a Pilot Project. Youth Entitlement Demonstration. Special rept. Sep 79-Jan 80,
Manpower Demonstration Research Corp., New York.
J. Leiman. Jun 80, 99p DLETA-28-36-78-36-1

The report presents the findings of a pilot effort to design and carry out a quality control review of program eligibility and intake procedures developed as part of the national Youth Entitlement demonstration. The review was undertaken in three of the 17 Entitlement sites in the fall of 1979 to see how well these standards and procedures were working. The review attempted to verify initial and current eligibility for a random sample of program youths who had enrolled between March 1, 1979 and July 31, 1979.

Keywords: **Youths, Schools,** Project management, Employment, Education, Personnel development.

PB81-118663/XCB PC **A05**/MF **A01**

DL-28-36-78-36
Post-Program Impacts of the Youth Incentive Entitlement Pilot Projects. Final rept. 1978-81,
Manpower Demonstration Research Corp., New York.
Abt Associates, Inc., Washington, DC.
G. Farkas, R. Olsen, E. W. Stromsdorfer, L. C. Sharpe, and F. Skidmore. c1984, 285p* DLETA-28-36-78-36

The Youth Incentive Entitlement Pilot Projects (YIEPP), were based on the premise that a high school education, coupled with work experience, would enhance the future employment possibilities of low income youth. To test this, the program offered guaranteed jobs to eligible 16- to 19-year old youths, part-time during the school year and full-time during the summer, provided the youths remained in or returned to school and met specified school attendance and performance standards. During the operating period (early 1978 through August 1980), CETA prime sponsor program managers found work for some 76,000 youth in 17 locations across the country. This report evaluates four large-scale sites.

Keywords: **Youths, Employment, Project management,** Incentives, Performance, Evaluation, Attitudes, Education, Students, Personnel development, Low income groups, Earnings, New York, States(United States), Demonstration projects, Educational programs.

Prepared in cooperation with Abt Associates, Inc., Washington, DC.

PB85-149268/XCB PC **A13**/MF **A01**

DL-28-36-79-05
Alternative Youth Employment Strategies Project: An Evaluation Special Summary,
Vera Inst. of Justice, New York.
S. Sadd, M. Kotkin, and S. R. Friedman. Aug 83, 52p*
DLETA-28-36-79-05-1

This report summarizes the final evaluation report which has been submitted. The nature of the program models, the experience of program implementation, the logic and structure of the experimental design used to measure program impact and the outcomes of the program in terms of subsequent employment experiences and criminal justice involvement are all summarized here.

Keywords: **Youths, Employment, Disadvantaged groups,** Models, Attitudes, Vocational guidance, Unemployment, Project management, Evaluation, Surveys, New York, New Mexico, Florida, Albuquerque(New Mexico), Miami(Florida), New York City(New York).

See also PB84-104025.

PB84-104017/XCB PC **A04**/MF **A01**

DL-28-36-79-05
Alternative Youth Employment Strategies Project: Final rept.,
Vera Inst. of Justice, New York.
S. Sadd, M. Kotkin, and S. R. Friedman. 26 Aug 83, 311p* DLETA-28-36-79-05-2

The project sought to measure the effects of participation in three different models of youth employment programs. The target population consisted of 'high-risk' young people, aged 16-21, residing in Albuquerque, Miami and New York City. The evaluation used an experimental design to measure the impact of the program on post-program employment variables and post-intake arrest rates. Significantly more experimentals than controls secured post-program employment, enjoyed higher earnings and worked for a larger percentage of the 6 month follow-up period. There were no significant differences in impact among the three models, nor was there any evidence of a program effect on post-intake arrest rates. The researchers concluded that the project's effects on employment could have been magnified by better job placement services and by retaining participants in the program for longer periods.

Keywords: **Youths, Employment, Disadvantaged groups,** Models, Attitudes, Vocational guidance, Unemployment, Project management, Evaluation, Surveys, New York, New Mexico, Florida, Albuquerque(New Mexico), Miami(Florida), New York City(New York).

See also PB84-104017.

PB84-104025/XCB PC **A14**/MF **A01**

DL-28-36-80-03
Benchmarking: A State-of-the-Art Review: Volume I. Executive Summary. Final rept.,
Syracuse Univ., NY.
A. C. Michel, R. L. Reicher, V. Cama, and D. J. McMaster. May 81, 17p DLETA-28-36-80-03-1

The report is the first of three volumes on the state-of-the-art of benchmarking in employment and training programs, particularly those serving youth. During this project, SRC staff members conducted a seminar and visits to selected prime sponsors and other sites in each Federal Region to discuss existing assessment and benchmarking practices and the implications of benchmarking for CETA prime sponsor operations and youth employability. This volume summarizes the findings of this project. It briefly defines the concept of benchmarking and identifies its potential purposes. Most prime sponsors, it was found, have elements of a benchmarking system in place, but specific practices vary widely. This is especially the case with the consultation process, client assessment practices and use of the Employability Development Plan (EDP). Furthermore, the consensus among those encountered during the course of the study was that benchmarking represents a powerful concept for assisting youth employability development.

Keywords: **Specialized training, Education, Youths,** Motivation, Placement, Performance standards, Assessment, Requirements, Bench marks.

See also Volume 2, PB82-112327.
Also available in set of 3 reports PC E13, PB82-112301.

PB82-112319/XCB PC **A02**/MF **A01**

DL-28-36-80-03
Benchmarking: A State-of-the-Art Review: Volume II. Concepts, Practices, Issues, and Implications. Final rept.,
Syracuse Univ., NY.
A. C. Michel, R. L. Reicher, V. Cama, and D. H. McMaster. May 81, 82p DLETA-28-36-80-03-2

This volume presents a synthesis of the findings of seminars and visits. A conceptual framework is developed for benchmarking and four distinct purposes are identified: private sector linkage, management, evaluation and client motivation. Relevant practices identified during the Regional tours are presented and issues of concern to practitioners in considering the implementation of benchmarking are discussed. A final part suggests policy options based on the findings of this report.

Keywords: **Specialized training, Education, Youths,** Motivation, Placement, Performance standards, Assessment, Training devices, Requirements, Bench marks.

See also Volume 1, PB82-112319, and Volume 3, PB82-112335.
Also available in set of 3 reports PC E13, PB82-112301.

PB82-112327/XCB PC **A05**/MF **A01**

DL-28-36-80-03
Benchmarking: A State-of-the-Art Review: Volume III. Seminar Proceedings, Site Visit Reports, and Annotated Bibliography. Final rept.,
Syracuse Univ., NY.
A. C. Michel, R. L. Reicher, V. Cama, and D. J. McMaster. May 81, 217p DLETA-28-36-80-03-3

This volume presents the proceedings of seminars, including a seminar held for representatives of national interest groups, and the reports on site visits made in each Region to programs that were involved with benchmarking as well as to prime sponsor programs that were not. In addition an Annotated Bibliography of relevant materials is included.

Keywords: **Specialized training, Education, Youths,** Motivation, Placement, Performance standards, Assessment, Requirements, Bench marks, Training devices, Surveys.

See also Volume 2, PB82-112327.
Also available in set of 3 reports PC E13, PB82-112301.

PB82-112335/XCB PC **A10**/MF **A01**

DL-28-42-78-54
School to Work Transition of Noncollege Young Persons. Final rept.,
Pennsylvania State Univ., University Park. Dept. of Economics.
S. P. Stephenson. Dec 80, 271p DLETA-28-42-78-54-1

The report includes four empirical studies of the early labor market problems of noncollege youth. Data are from the National Longitudinal Surveys of Young Men and Young Women. Four youth labor policy implications emerge from the analysis: (1) the provision of employment in school may aid the school to work transition by enhancing labor market success in the first two years after leaving school, but it does not appear to directly affect long run labor outcomes; (2) postschool occupational training is much more beneficial if it is used (a result for young women) or if it is combined with accumulated work experience (a result for young men); (3) unemployment rate differentials between white and black male youth cannot be eliminated by equalizing the level of individual characteristics, like training and education; racial differences in the effects of these factors, not their levels, are most important; (4) youth labor policies should be targeted by sex, race, dropout status, family income, and urban vs. rural residence.

Keywords: **Youths, Employment,** Education, Ethnic groups, Females, Males, Negroes, Unemployment, Government policies, Economic analysis.

PB81-136210/XCB PC **A12**/MF **A01**

DL-30-34-75-02
Analysis of Nine-Month Interviews for Supported Work: Results of an Early Sample. Interim rept. Mar-Nov 75,
Manpower Demonstration Research Corp., New York.
S. Masters, J. Behrens, K. Dickinson, R. Hollister, and D. Horner. Sep 77, 97p DLMA-33-36-75-01-14

The report, which analyzes the experience over nine months of 356 supported workers and 335 members of the control group, attempts to report on the effect of supported work on its ex-addict, ex-offender, and youth (but not AFDC) participants. The National Supported Work Demonstration was begun in 1975 to test the effectiveness of supported work in dealing with the employment problems of the hard-core unemployed. Manpower Demonstration Research Corporation was formed to manage and to design the research for supported work. The two groups were studied in respect to earnings and employment, welfare income and unemployment insurance, housing, drug use and criminal activity. Analysis of the findings shows a number of significant differences between the two groups, reflecting the early positive effect supported work had on the participants studied.

Keywords: **Employment, Youths,** Drug addiction, Unemployment, Unskilled workers, Federal assistance programs, Manpower, Earnings, Offenders.

See also report dated Nov 77, PB80-219637. Prepared in cooperation with Wisconsin Univ.-Madison.

PB80-219629/XCB PC **A05**/MF **A01**

DL-31-01-78-01
Practitioner and the Researcher: Inter-Relationship in Employment and Training. Final rept.,
Alabama Univ., University. Human Resources Inst.
T. Bain. Feb 80, 52p 1-80, DLMA-31-01-78-01-C

The conference was a first attempt in Region IV to bring together practitioners in employment and training, and university researchers for an exchange of ideas and a sharing of their positions and problems. The conference had as its overall theme how practitioners and researchers might assist each other. A complementary theme also explored was, what impact have researchers had on public programs and policy.

Keywords: **Professional personnel, Meetings,** Employment, Specialized training, Manpower utilization, Motivation, Interpersonal relations, Benefit cost analysis, Universities, Cooperation.

Conference Proceedings.

PB80-165657/XCB PC **A04**/MF **A01**

DL-31-01-78-01
Region IV Prime Sponsor Survey: Training Needs and Operational Analysis. Final rept.,
Alabama Univ., University. Human Resources Inst.
M. D. Fottler, and M. Saleh. Jun 80, 33p 2-80

The paper reports the results of a survey of 28 Southeastern (Region IV) CETA prime sponsors conducted in 1979. The respondents report their needs for various types of training and educational assistance. Baseline data on agency operations and managerial practices are also reported. Among the areas covered are staffing patterns, employee turnover, employment procedures and interaction with external agencies. Comparisons of large and small prime sponsors along these dimensions are also made.

Keywords: **Industrial training, Specialized training, Comprehensive Employment and Training Act, Sponsors,** Personnel development, National government, Occupational mobility, Personnel selection, Manpower, Requirements, Project management, Personnel management.

PB80-220171/XCB PC **A03**/MF **A01**

DL-31-01-78-01
Future of Employment and Training Policy in Alabama. Final rept.,
Alabama Univ., University. Human Resources Inst.
K. Ragsdale. Feb 81, 92p 1-81

The conference brought together representatives from public and private sector organizations involved in employment and training in Alabama to reconsider state programs and policies. Policy position papers, solicited from persons intimately involved with employment and training in Alabama and reproduced as part of the conference report, serve as an additional source of communication over the issues.

Keywords: **Government policies, Employment, Specialized training, Alabama,** State government, Education, Economic development, Grants, National government, Manpower, Meetings, Recommendations.

PB82-129420/XCB PC **A05**/MF **A01**

DL-31-36-74-02
Vocational Education and the Delivery of Manpower Services. Human resource management course monograph no. 3,
State Univ. of New York at Buffalo. Human Resources Inst.
A. J. Pautler. Jan 78, 47p SUNYAB/HRI-77/3

This is one of a series of courses designed to meet the educational needs of prime sponsor staff employed by a state or local agency under the Comprehensive Employment & Training Act (CETA). This specific course allows students to acquire a background knowledge and understanding of Federal legislation in vocationally oriented human resource programs in DOL and HEW. The class seminar mode helps facilitate the development of articulation between the agencies. The monograph contains a discussion of course objectives, an overview of the instructional modules used, and a detailed course syllabus. It includes teaching tools such as a coordination guide published by HEW encouraging vocational education, adult education, and CETA cooperation and a description of Regional Education-Manpower Articulation Centers.

Keywords: **Instructional materials, Specialized training,** Personnel development, Vocational education, Legislation, National government, Government agencies, Coordination, Comprehensive Employment and Training Act.

PB-284 170/8/XCB PC **A03**/MF **A01**

DL-31-36-74-02
Management Information Systems in the Public Sector. Human resources management course monograph,
State Univ. of New York at Buffalo. Human Resources Inst.
R. P. Cerveny. May 78, 32p SUNYAB/HRI-77/4

This is one of a series of courses designed to meet the education needs of prime sponsor staff employed by a state or local agency under the Comprehensive Employment and Training Act (CETA). This specific course prepares students to develop and evaluate Management Information Systems (MIS) in their professional settings. Principles drawn from topics such as Systems Theory, Information Theory, Management Theory, Data Base Development, and Computer Use and Control are applied to students' projects developed from their work setting. The monograph contains a brief description of the Human Resources Management curriculum, a statement of the course purpose and goals, a model of the course structure, a course syllabus, a detailed description of instructional topics, and a sample exam and review of student projects used as teaching tools.

Keywords: **Instructional materials, Disadvantaged groups,** Management information systems, Employment, Curricula, Students, Systems analysis, Information theory, Data bases, Computer programming, Organization theory, Comprehensive Employment and Training Act.

PB-284 171/6/XCB PC **A03**/MF **A01**

DL-33-36-75-01
Analysis of Nine-Month Interviews for Supported Work: Results of an Early AFDC (Aid to Families with Dependent Children) Sample,
Manpower Demonstration Research Corp., New York.
R. Maynard, I. Garfinkel, and V. Leach. Nov 77, 67p
DLMA-33-36-75-01-15

The report presents preliminary findings on a number of in-program aims for one of the four target groups of supported work, AFDC women. The National Supported Work Demonstration was begun in 1975 by Manpower Demonstration Research Corporation to test the effectiveness of supported work in dealing with the employment problems of the hard-core unemployed. This report states that an analysis of the research findings shows a number of significant differences between AFDC experimentals and controls, reflecting the early positive effect supported work has had on this group of participants. The report also compares AFDC experimental-control differentials for the other three target groups, ex-addicts, ex-offenders, and youths, and with selected other samples of AFDC recipients, on such issues as earnings and income.

Keywords: **Employment, Females,** Unemployment, Unskilled workers, Federal assistance programs, Manpower, Earnings, Aid to Families with Dependent Children.

See also report dated Sep 77, PB80-219629. Prepared in cooperation with Wisconsin Univ.-Madison.

PB80-219637/XCB PC **A04**/MF **A01**

DL-33-36-75-01
Waving the Rules: Welfare Diversion in Supported Work. Special rept. 1975-78,
Manpower Demonstration Research Corp., New York.
H. D. Shapiro. Jun 80, 69p DLMA-33-36-75-01-3

The report explains the process by which the Manpower Demonstration Research Corporation obtained waivers of certain welfare regulations and diverted welfare funds as part of a national demonstration of the concepts of supported work. The National Supported Work Demonstration was mounted in 1975 to test the effectiveness of supported work in dealing with the employment problems of the hard-core unemployed. Manpower Demonstration Research Corporation, which was formed to manage supported work, was to act as a conduit for national funding in addition to three local sources as revenue -- local grants, service projects revenue and welfare diversion. Welfare diversion allows income transfer payments which would otherwise go to a welfare recipient, to be converted into wage payments. For individuals who would prefer to work, it provides a systematic alternative without costing additional money. Welfare diversion, however, proved to be a major disappointment as a source of funds because of its delayed implementation and sharp limits on the sums generated.

Keywords: **Employment, Females,** Social welfare, Unskilled workers, Manpower utilization, Income.

PB80-222722/XCB PC **A05**/MF **A01**

DL-33-36-75-01
National Supported Work Demonstration: Effects During the First 18 Months After Enrollment. Interim rept. 1976-77,
Manpower Demonstration Research Corp., New York.
R. Maynard, R. Brown, J. Schore, R. Jackson, and V.
Leach. Apr 79, 253p DLMA-33-36-75-01-16

The report presents interim findings on the National Supported Work Demonstration. The National Supported Work Demonstration was begun in 1975 by Manpower Demonstration Research Corporation to test the effectiveness of supported work in dealing with the employment problems of the hard-core unemployed. This report presents findings on supported work's impact on earnings and employment, welfare receipt, drug use and criminal activity during a time when many of the experimentals were still in the program. It also contains early evidence on post-program impacts by analyzing separately the data for months 16 through 18, when most experimentals had left supported work employment. The analysis of this larger sample confirms earlier indications of the success of the program in meeting its short-term goals of creating a work atmosphere that will attract and hold these difficult-to-employ populations. However, the findings, except for the AFDC population, on the program's longer-term objectives are more mixed. The AFDC group remains the most impressive group during the period.

Keywords: **Federal assistance programs, Unemployment, Personnel development,** Unskilled workers, Disadvantaged groups, Employment, Earnings, Income, Social welfare, Industrial training, Job development, Drug abuse.

Prepared by Mathematica Policy Research, Inc., Princeton, NJ.

PB81-110553/XCB PC **A12**/MF **A01**

DL-33-36-75-01
West Virginia Supported Work Program: A Case Study, 1975-78,
Manpower Demonstration Research Corp., New York.
N. Kolan. Oct 79, 92p DLMA-33-36-75-01-X

The report describes the three year experience (1975-78) of the West Virginia site in the National Supported Work Demonstration testing the feasibility and impact of a highly structured, closely supervised, transitional work program for groups with severe employment disadvantages: ex-offenders, ex-drug addicts, long-term female recipients of AFBC, and high-school dropouts, many of whom had contact with the criminal justice system. It was conducted in a highly rural setting--the five northwest counties of West Virginia. Transportation was a major problem and made it difficult to implement fairly intensive programs of supported work in crews under close and structured supervision. Program impacts however resembled those in more urban settings: AFDC mothers tended to be more reliable and stable workers, ex-offenders were a more volatile group, and youths were very frustrating to supervise, because of relatively poorer attendance.

Keywords: **Specialized training, Disadvantaged groups, West Virginia,** Employment, Unemployment, Youths, Females, Rural areas, Project management, Characteristics, Exoffenders.

Prepared by AFL-CIO Appalachian Council.

PB81-111643/XCB PC **A05**/MF **A01**

DL-33-36-75-01
Paying the Bills. A Report on the Role of Local Grants in Financing the National Supported Work Demonstration. Special rept. 1975-79,
Manpower Demonstration Research Corp., New York.
H. D. Shapiro. Oct 79, 155p DLMA-33-36-75-01-4

The report describes the role of local grants in financing the thirteen sites of the National Supported Work Demonstration. The National Supported Work Demonstration was mounted in 1975 to test the effectiveness of supported work in dealing with the employment problems of the hard-core unemployed. Manpower Demonstration Research Corporation, which was formed to manage supported work, was to act as a conduit for national funding in addition to three local sources of revenue -- local grants, service project revenue, and welfare diversion. The assumption underlying this financial plan was that while the national share of the program funding would gradually wind down the other three sources would loom larger and eventually provide the bulk of the revenue to support the program. It was found, however, after investigating the thirteen supported work sites that although local grants, had a consistent record of increase and were the second most important source of funds, MDRC as a source of large, steady and secure funds was necessary to maintain the national design of the demonstration and to prevent local funding agencies from distorting the program according to their own local needs and priorities.

Keywords: **Grants, Financing, Federal assistance programs, Unemployment, Personnel development,** Revenue, Industrial training, Unskilled workers, Employment, Disadvantaged groups, Social welfare, Training, Job development.

PB81-112070/XCB PC **A06**/MF **A01**

DL-33-36-75-01
Impacts of Transitional Employment for Mentally Retarded Young Adults: Results of the STETS (Structured Training and Employment Transitional Services) Demonstration. Final rept. 1981-83,
Manpower Demonstration Research Corp., New York.
Mathematica Policy Research, Inc., Princeton, NJ.
S. Kerachsky, C. Thornton, A. Bloomenthal, R.
Maynard, and S. Stephens. c1985, 326p DLETA-33-
36-75-01

The Structured Training and Employment Transitional Services (STETS) demonstration project was designed to test the effectiveness of transitional-employment programs in integrating mentally retarded young adults on public assistance into the economic and social mainstream. Males and Females in five cities participated in the program from 1981-1983. The success in funding post-program employment was compared to that of a control group. Although the experimental and control groups showed about the same post-program activity, the members of the experimental group were more likely to be employed in unsubsidized situations and thus earning higher wages. The program was less effective for women than for men.

Keywords: **Employment, Mentally retarded persons, Handicapped persons,** Education, Intelligence tests, Statistical data, Developmentally disabled persons.

Prepared in cooperation with Mathematica Policy Research, Inc., Princeton, NJ. Sponsored by Employment and Training Administration, Washington, DC.

PB86-144128/XCB PC **A15**/MF **A01**

DL-33-36-75-01
Annual Report on the National Supported Work Demonstration (2nd). Annual rept.,
Manpower Demonstration Research Corp., New York.
M. Fay, W. Grinker, J. Gueron, and G. Walker. Apr 78,
226p DL-33-36-75-01-1

This is a report on the second full year of operations of the national supported work demonstration. The report looks closely at (1) characteristics of the client population; (2) methods by which participants are identified and recruited; (3) design of the program itself; (4) work site development; (5) participant performance; and (6) the success of supported work compared to other programs.

Keywords: **Disadvantaged groups, Employment,** Handicapped persons, Program effectiveness, Ex-offenders, Youths, Low income groups, Job analysis.

PB-284 334/0/XCB PC **A11**/MF **A01**

DL-33-36-75-01
Summary of the First Annual Report on the National Supported Work Demonstration,
Manpower Demonstration Research Corp., New York.
J. Gueron, M. Rubinger, and G. Walker. cDec 76, 51p
DLMA-33-36-75-01-1

The national supported work demonstration is designed to provide a low stress, transitional work experience to specific groups of people who are considered marginally employable including ex-addicts, ex-offenders, unemployed poor youth and long-term welfare recipients. Of the first 3000 participants, over 75% were under 30 yrs. old, over 55% had been receiving some sort of transfer payments, almost 20% had never worked before. Over 60% had not completed high school. Youth had spent an average of over nine months in penal institutions; ex-offenders and ex-addicts, had spent about 3.5 years behind bars. Their average length of stay in the program is over 7 months, and their attendance rate was over 75%. Of those who have left, over 20% were fired for inadequate performance but almost 15% have already been transitioned into regular jobs.

Keywords: **Employment, Placement, Disadvantaged groups,** Drug addiction, Juvenile delinquency, Rehabilitation, Unemployment, Manpower utilization.

PB-287 285/1/XCB PC **A04**/MF **A01**

DL-33-36-75-01
National Supported Work Demonstration: Effects During the First 18 Months After Enrollment. Final rept.,
Mathematica Policy Research, Inc., Princeton, NJ.
R. Maynard, R. Brown, J. Schore, R. Jackson, and V. Leach. Apr 79, 253p DLMA-33-36-75-01-A

The report is the third in a series on the impact of an experiment to test the effects of a subsidized work experience on the lives of people with longstanding employment problems. Data are contained in the report from interviews with 2,830 individuals conducted at baseline, nine, and 18 months after their enrollment in the program. It represents findings on supported work's impact on earnings and employment, welfare receipt, drug use and criminal activity of enrollees.

Keywords: **Employment, Project management,** Earnings, Motivation, Placement, Unemployment, Drug addiction, Social welfare.

PB-299 956/3/XCB PC **A12**/MF **A01**

DL-33-36-76-01
Impact of Supported Work on Young School Dropouts, Volume 1. Final rept. Apr 75-Apr 78,
Manpower Demonstration Research Corp., New York.
R. Maynard. Sep 80, 250p DLMA-33-36-76-01-1A

The report focuses on the effects of Supported Work for young school dropouts. Between April 1975 and July 1977, five of the demonstration sites enrolled in the Supported Work evaluation sample 1,244 unemployed 17- to 20-year olds who had not completed high school. A randomly selected subset of this group was enrolled in Supported Work for up to 12 or 18 months depending on the site. Interview data are available for 861 youth for the first 18 months following enrollment, but only for 153 after 36 months. The general conclusions from this study are that the availability of a Supported Work job had short-run impacts on employment and, consequently, on dependence on public assistance, but that the program does not appear to have met its central objective of mitigating the long-run employment problems of this disadvantaged segment of the youth population.

Keywords: **Employment, Youths,** Unskilled workers, Surveys, Unemployment, Social welfare, Dropouts.

Prepared by Mathematica Policy Research, Inc., Washington, DC.

PB81-164345/XCB PC **A11**/MF **A01**

DL-33-36-76-01
Impact of Supported Work on Ex-Offenders: National Supported Work Demonstration. Volume 2 of the Final Report on the Supported Work Evaluation,
Manpower Demonstration Research Corp., New York.
I. Piliavin, and R. Gartner. Jan 81, 234p DLMA-33-36-76-01-17

The report focuses on the effect of Supported Work on adult criminal offenders. Several criteria were used to asses the response of these individuals to Supported Work, including their employment and training experiences, arrests, drug use, and unearned income. The sample of ex-offenders on which this evaluation is based totaled initially over 2,300 individuals. Approximately half of the sample members were randomly assigned as experimentals--that is, they were offered the opportunity to participate in the program--while the remainder were controls. Sample members were followed up at 18 months, 27 months and 36 months after their enrollment. There is some evidence that Supported Work may have led to reductions in drug use. However, the favorable findings are concentrated in the early months after enrollment and among the earliest enrollees who were followed for three years. Data on arrests reveal no overall long-term benefits from participation in Supported Work. Similar null findings appeared in relation to long-term impacts on unearned income.

Keywords: **Employment, Youths,** Unskilled workers, Surveys, Unemployment, Social welfare, Dropouts, Ex-offenders.

Prepared in cooperation with Wisconsin Univ.-Madison. Inst. for Research on Poverty, and Mathematica Policy Research, Inc., Washington, DC. See also Volume 1, PB81-164345.

PB81-193898/XCB PC **A11**/MF **A01**

DL-42-25-72-10
Utilization of Health Personnel: A Five Hospital Study. Volume I. Report for 1973-76,
Northeastern Univ., Boston, Mass. Center for Medical Manpower Studies.
H. M. Goldstein, and M. A. Horowitz. Mar 78, 161p DLMA-42-25-72-10-Vol-1

The study analyzes the occupational structure and personnel practices at five diverse hospitals in the New England area. The researchers specifically address the issue of overlapping medical functions by various categories of allied health personnel and its impact on utilization of time, morale, turnover rates and job satisfaction. A guide for restructuring health occupations is included as a general framework for assisting hospital administrators in alleviating the problems of inefficiency and job dissatisfaction which are prevalent within the hospital industry. A detailed methodology section and selected bibliography are also included.

Keywords: **Manpower utilization, Hospitals, Health manpower, New England,** Health resources, Health occupations, Personnel management, Organizational structure, Allied health personnel, Job satisfaction, Medical personnel, Hospital administrators, Hospital administration, Methodology, Bibliographies, Tables(Data), Data processing, Interviews, Surveys.

See also Volume 2, PB-284 192.

PB-284 191/4/XCB PC **A08**/MF **A01**

DL-42-25-72-10
Utilization of Health Personnel: A Five Hospital Study. Volume II. Statistical Tables A1 - A115. Report for 1973-76,
Northeastern Univ., Boston, Mass. Center for Medical Manpower Studies.
H. M. Goldstein, and M. A. Horowitz. Mar 78, 291p DLMA-42-25-72-10-Vol-2

The report contains 115 statistical tables derived from the interview data.

Keywords: **Manpower utilization, Hospitals, Health manpower,** Health resources, Health occupations, Personnel management, Organizational structure, Allied health personnel, Job satisfaction, Medical personnel, Hospital administration, Hospital administrators, Tables(Data), Statistical data, Interviews, Surveys.

See also Volume 1, PB-284 191.

PB-284 192/2/XCB PC **A13**/MF **A01**

DL-51-06-77-02
Two Essays on Welfare Reform. I. A Comparison of the Carter and Reagan Approach to Welfare Reform. II. Welfare, Jobs, and Family Fragmentation: Some Evidence from AFDC. Final rept.,
California Univ., Berkeley. Inst. of Business and Economic Research.
M. Wiseman, and J. Silverman. 31 Oct 80, 65p DLMA-51-06-77-02-1

The report includes two papers. The first is a comparison of technical aspects of the Welfare Reform Program included in the proposed 'Work and Training Opportunties ACT' and the 'Social Welfare Reform Amendments Act' and the welfare reforms brought about in California in 1971. The second paper is an empirical study of stability of two-parent families receiving AFDC payments in Alameda County, California. Stability is associated with employment experience and benefit levels.

Keywords: **Social welfare, National government,** Correction, State government, California, Employment, Unemployment, Families, Aid to Families with Dependent Children.

PB81-136442/XCB PC **A04**/MF **A01**

DL-51-09-79-01
Investigation of Feasibility and Need Factors Involved in Establishment of Special WIN Unit for Women Losing AFDC Eligibility. Final rept.,
Connecticut Univ., Storrs. School of Home Economics.
J. Berry, and E. McCabe. 29 Sep 79, 96p DLMA-51-09-79-01-1

Project aims were (1) to investigate the attitudes and perspectives of women approaching loss of AFDC eligibility (2) to determine what special services would be of assistance in transition from full-time homemaker to labor market participant. Interviews were conducted with clients within one or two years of eligibility loss and with WIN staff at three geographical sites.

Keywords: **Social services, Females,** Children, Welfare, Attitudes, Motivation, Employment, Unemployment, Specialized training, Elderly persons, Ethnic groups, Work Incentive Programs.

PB80-181092/XCB PC **A05**/MF **A01**

DL-51-11-73-02
Posttraining Outcomes: Experiences with the Portland WIN Voucher Training Program. Interim rept.,
Bureau of Social Science Research, Inc., Washington, DC.
B. B. Dunning. Oct 77, 190p BSSR-0335-8

A program to test the feasibility of vouchers for vocational training in the WIN program was conducted in Portland, Oregon. This report covers posttraining labor force (LF) and welfare (W) experiences of 75 voucher recipients (VR) as well as of 163 people who received conventional WIN training earlier (REGULARS). The report concludes that vouchering was feasible in Portland, that the results are somewhat encouraging, but that changes accompanying vouchering were marginal.

Keywords: **Vocational education, Program effectiveness, Vouchers,** Social welfare, Education, Technical schools, Behavior, Attitudes, Students, Oregon, Portland(Oregon), Work Incentive Program.

See also report dated Dec 76, PB-261 924.

PB-284 986/7/XCB PC **A09**/MF **A01**

DL-51-11-73-02
Employers' Responses to Vouchered On-the-Job Training in the Portland WIN Program. Final rept.,
Bureau of Social Science Research, Inc., Washington, DC.
J. C. Weidman. Apr 78, 29p BSSR-0543-1

During the period from 1974 through 1976, a test was conducted of the feasibility of using vouchers in the WIN program. This study describes the results of a survey of OJT employers approached by WIN clients, and is part of a series reporting results from the evaluation of all phases of the WIN voucher experiment.

Keywords: **On job training, Program effectiveness, Vouchers,** Vocational education, Counseling, Employment, Social welfare, Payment, Oregon, Portland(Oregon), Work Imcentive Program.

PB-285 061/8/XCB PC **A03**/MF **A01**

DL-51-11-73-02
Training Experiences and Early Employment Patterns: Experiences with the Portland WIN Voucher Training Program. Interim rept.,
Bureau of Social Science Research, Inc., Washington, DC.

L. Mosher. Aug 77, 293p BSSR-0510-1

A program to test the feasibility of vouchering WIN institutional vocational training was conducted in Portland, Oregon. Voucher recipients (n=154) were interviewed on three occasions: about the time of committing vouchers to schools, at the end-of-training, and one year following training. A comparison group (n=163) of regular trainees was interviewed once. This report covers the training experiences and early labor force behavior of the participants.

Keywords: **Specialized training, Disadvantaged groups, Vouchers,** Vocational education, Program effectiveness, Social welfare, Technical schools, Oregon, Surveys, Portland(Oregon), Work Incentive Program.

See also report dated Dec 76, PB-261 924.

PB-285 113/7/XCB PC **A13**/MF **A01**

DL-51-11-73-02
Clients' Experiences with Vouchered On-the-Job Training in the Portland WIN Program. Final rept.,
Bureau of Social Science Research, Inc., Washington, DC.
D. Wulf, B. B. Dunning, and T. Myint. Apr 79, 162p DLMA-51-11-73-02-A

The report deals with a study which tests the feasibility of introducing vouchers for skill training in the WIN (Work Incentive Program). Voucher clients experienced considerable difficulty in obtaining training positions; those who did succeed in making use of the voucher tended to locate more desirable positions than regular trainees in terms of pay and occupational preference. Dropout rates, long term labor force participation, and welfare did not differ significantly.

Keywords: **Specialized training, Personnel selection, Placement, On job training, Job search methods, Portland(Oregon),** Employment, Contracts, Federal assistance programs, Personnel development, Feasibility, Education, Services, Salaries, Occupational choice, Labor force participation.

PB-297 537/3/XCB PC **A08**/MF **A01**

DL-51-11-75-04
Report on the Utility of a Scored Autobiographical Questionnaire System in Improving WIN Program Success Levels. Final rept.,
Richardson, Bellows, Henry and Co., Inc., Washington, DC.
F. W. Erwin, and B. A. Frank. Jan 79, 139p DLMA-51-11-75-04-1

Since the 1971 amendments to the Social Security Act, the principal focus of the WIN Program has been prompt and effective job placement of readily employable WIN registrants to the fullest extent possible. Training and other employment preparations are provided only when immediate employment is not feasible. Regulations published in September, 1975, to be effective in March, 1976, further implemented the emphasis on providing early job opportunity exposures and developing each individual's job seeking and job retention skills. Given this new focus and the enormous growth in welfare rolls at that time, the need for new systems to better identify those WIN registrants with the highest probability of job success was obvious. The research project described in this report was initiated in this context as part of WIN's effort to explore the possibility of improving its identification of high retention probability individuals through the use of new measurement techniques--specifically the use of autobiographical questionnaires.

Keywords: **Personnel selection, Social services,** Performance evaluation, Placement, Questionnaires, Specialized training, Productivity, Qualifications.

PB80-150667/XCB PC **A07**/MF **A01**

DL-51-11-77-01
Implementing Welfare-Employment Programs: An Institutional Analysis of the Work Incentive (WIN) Program,
Urban Inst., Washington, DC.
J. J. Mitchell, M. L. Chadwin, and D. S. Nightingale. Oct 79, 352p

The report examines factors that influence the effectiveness of state and local units of the Work Incentive (WIN) program and suggests ways of improving the performance of this welfare-employment program. The report focuses on the organizational, managerial and service delivery characteristics that our research indicated were conducive to high performance. It also discusses the environmental factors, such as demographic and labor market conditions, which affect WIN performance at the state and local level. This report is based on data collected and analyzed over a two-year period. Extensive field research was conducted in 43 local sites and ten states as well as regional and Washington offices in both the Department of Labor (DOL) and the Department of Health, Education, and Welfare (HEW). The approach was to study what differentiated high performing programs from low performers and to use that knowledge as the basis for recommendations.

Keywords: **Social welfare, Specialized training,** Project management, Services, Employment, Disadvantaged persons, State government, Legislation, Work Incentive program, Comprehensive Employment and Training Act, Program effectiveness.

PB80-102841/XCB PC **A16**/MF **A01**

DL-51-11-78-01
Three Questions on Black and White Income Distribution, 1963-1976. Final rept.,
Urban Inst., Washington, DC.
F. Levy. Apr 79, 44p DLETA-51-11-78-01-1

The report examines 3 issues concerning the trend toward convergence of black and white earnings: (1) to what extent have trends toward black-white income equality been eroded by an increasing number of blacks in female-headed families. (2) To what extent does the 'new black middle class' rely disproportionately (compared to whites) on two-earner families. (3) To what extent does the black income distribution exhibit increasing variance over time with a 'new middle class' being offset by a 'growing, dependent population'.

Keywords: **Negroes, Income,** Distributing, Employment, Earnings, Households, Family relations, Population growth, Socioeconomic status, Labor force participation.

PB80-215064/XCB PC **A03**/MF **A01**

DL-51-11-78-01
Intergenerational Transfer of Poverty. Final Project Report,
Urban Inst., Washington, DC.
F. Levy. Jan 80, 77p DLETA-51-11-78-01-2

The report summarizes the extent to which economic status is passed from one generation to the next, based on an analysis of data from the Panel Study of Income Dynamics for the years 1968-76. The extent of poverty in newly-formed households and factors affecting the formation of female-headed households on welfare are examined.

Keywords: **Low income groups, Socioeconomic status, Poverty,** Employment, Income, Social welfare, Households, Earnings, Youths, Family relations, Females, Families.

PB80-215197/XCB PC **A05**/MF **A01**

DL-51-11-78-03
Assessment of a WIN Quality Training Demonstration Project. Phase I Report: Characteristics of Participants. Interim rept.,
Bureau of Social Science Research, Inc., Washington, DC.
R. N. White. Apr 80, 162p BSSR-0595-1, DLETA-51-11-78-03-1

The document presents a baseline description of the 270 women taking part in the assessment of a highly innovative demonstration program to train female WIN participants to become skilled electronics technicians eligible for high-paying jobs in private industry. Information is presented on the personal and family characteristics of the women in the study, and on their job, training and welfare histories. Some preliminary information on the experiences of the women in the training, labor force activities of the comparison group (137 of the study participants, found to be interested and qualified for this training but not chosen in a random selection process) and observations on the functioning of the program by school, WIN and BSSR staff are also presented.

Keywords: **Specialized training, Females,** Electronic technicians, Vocational guidance, Salaries, Counseling, Placement, Education, Personnel development, Aptitude tests, Work Incentive Program.

PB80-193428/XCB PC **A08**/MF **A01**

DL-51-11-80-02
Assessment of the Federal/State Performance Improvement Project in the Work Incentive (WIN) Program. Final rept.,
Urban Inst., Washington, DC.
D. S. Nightingale, and D. L. Ferry. Jul 82, 221p*

The report assesses the design and implementation of the Performance Improvement Project conducted in 1980 and 1981 by the Office of Work Incentive (OWIN) Programs. The Performance Improvement Project represented a joint federal/state team effort at improving WIN program management and operations in Kentucky and Illinois. The federal/state team implemented a process that included: (1) assessment of state program strengths and weaknesses; (2) diagnosis of problems; (3) development of strategies for improvement; and (4) implementation of strategies. The report evaluates the implementation of the Performance Improvement Project by (1) describing and documenting the processes used in the federal/state project; (2) discussing the evolution and development of the project in each state; (3) providing an overall assessment of the process and its outcomes using basic principles in organization theory and implementation analysis, and suggesting ways the process could be improved; and (4) discussing the feasibility of replicating or continuing the project in the future.

Keywords: **Specialized training, Disadvantaged groups,** Employment, Social welfare, Project management, State government, National government, Work incentive program.

PB84-180546/XCB PC **A10**/MF **A01**

DL-51-11-80-02
Alternative Approach to an Evaluation, Planning and Resource Allocation System Within the Work Incentive (WIN) Program. Final rept.,
Kappa Systems, Inc., Arlington, VA.
J. J. Mitchell. Jul 82, 165p*

This report proposes an alternative system for allocating federal resources to the states under the Work Incentive (WIN) Program. The existing WIN Allocation Formula is described and areas in that system that should be re-examined are discussed. The objectives of the alternative system proposed are (1) to increase the equity of allocations to state programs, (2) to improve the linkage among planning, evaluation and resource allocation and (3) to provide incentives for improving productivity. The report includes simulated computational tables that provide information on what each state's performance level in WIN, relative performance ranking, gain or loss in discretionary dollars due to performance and total discretionary dollars would be under the proposed alternative system.

Keywords: **Productivity, Allocations, Unemployment,** Resources, National government, State government, Incentives, Economic assistance, Models, Training.

Portions of this document are not fully legible.

PB84-161346/XCB PC **A08**

DL-51-12-76-06
Total Family Support Service Demonstration Project. Final rept.
SET Corp., Arlington, VA.
31 Aug 80, 239p DLETA-51-12-76-06-2

The objective of the Total Family Support Service demonstration project was to determine the degree to which expanding WIN employment and counseling services to the whole family can produce improved results either with the WIN participants or subclasses of participants. The project provided employment counseling and related support services information in an effort to increase the labor market participation of the primary breadwinner and secondary breadwinners.

The project operated in Salt Lake City, Utah. Five hundred and forty (540) individuals were directly involved in the project. The mean family size was 3.94. Sixty-six percent of the sample were female, the youngest was 15 years old while the oldest was 56.

Keywords: **Family relations, Social welfare,** Employment, Specialized training, Counseling, Surveys, Utah, Work Incentive Program, NTISLABPEU, NTISLABETA.

PB81-205528/XCB PC **A11/MF A01**

DL-51-17-76-04
Job-Finding Club as a Method for Obtaining Employment of Welfare-Eligible Clients: Demonstration, Evaluation, and Counselor Training. Final rept.,
Anna Mental Health and Developmental Center, IL.
N. H. Azrin. Jul 78, 63p DLMA-51-17-76-04-FR

An intensive job-seeking program using the Job Club method was compared in a controlled experimental design with alternative WIN programs in 5 sites. The results indicated that the special program was administratively feasible, inexpensive, and resulted in a job for virtually all clients who continued attending. The jobs were less likely to be subsidized and lasted longer. The program was more effective in all 5 cities, for all types of clients, and for all follow-up durations. These results suggest that the special program be adopted by the WIN program.

Keywords: **Placement, Handicapped persons,** Ethnic groups, Incentives, Job satisfaction, Manpower utilization, Professional personnel, Rehabilitation, Earnings, Unemployment, Unskilled workers, Vocational guidance, Social welfare, Surveys, Work Incentive Program, Comprehensive Employment and Training Act.

PB-287 332/1/XCB PC **A04/MF A01**

DL-51-17-76-04
Job-Finding Club as a Method for Obtaining Employment for Welfare-Eligible Clients: Demonstration, Evaluation, and Counselor Training. Job Club Procedures and Their Applicability to the WIN (Work Incentive Programs) Program,
Anna Mental Health and Developmental Center, IL.
N. H. Azrin, R. A. Philip, L. Borck, and V. Besalel-Azrin.
28 Jul 78, 217p DLMA-51-17-76-04-2

This is a manual intended for use by counselors engaged in assisting job-seekers to obtain employment. Sections of the manual deal with scheduling, materials needed, interaction guidelines, and specific procedures. Forms are included in the manual that deal with worksheets, and self-reminders to the counselor as to how to perform each of the procedures.

Keywords: **Placement, Handicapped persons,** Ethnic groups, Incentives, Job satisfaction, Manpower utilization, Professional personnel, Rehabilitation, Earnings, Unemployment, Unskilled workers, Vocational guidance, Social welfare, Surveys, Counseling, Manuals, Procedures.

Supplement to report dated Jul 78, PB-287 332.

PB-291 558/5/XCB PC **A10/MF A01**

DL-51-17-76-05
Employment Services and the Service Needs of Food Stamp Work Registrants. Final rept.,
Institute for Manpower Program Analysis, Consultation and Training, Inc., Minneapolis, MN.
R. Grams, W. Pollock, and D. Hunt. Aug 78, 97p DL-51-76-05-2

The purpose of this study was to obtain and analyze information concerning the provision of employment services to food stamp work registrants. Interviews were conducted with officials in a national sample of public employment service offices, and with a sample of 112 food stamp work registrants.

Keywords: **Employment, Social services,** Females, Food stamps, Males, Manpower utilization, Government policies, Placement, Employment services.

PB-286 182/1/XCB PC **A05/MF A01**

DL-51-17-76-05
Men in WIN - An Examination of Factors Relevant to Participation in the WIN Program. Final rept.,
Institute for Manpower Program Analysis, Consultation and Training, Inc., Minneapolis, MN.
R. Grams, W. Pollock, and R. Rohde. Sep 78, 186p DL-51-17-76-05-1

The study concentrates on these major areas: Legal and administrative contexts and incentives/disincentives of WIN and AFDC; Characteristics of household heads (male and female) and dependents; and WIN program outcomes. Minor areas explored include how variability in the administration of AFDC programs among the states affects the economic situation and participation rates of males; other assistance programs available to unemployed fathers; work attitudes and orientations of AFDC recipients; the need for and access to WIN programs; and characteristics of WIN registrants.

Keywords: **Employment, Males, Manpower, Incentives(Psychology), Unemployment, Fathers, Manpower development, Work incentive program,** Personnel development, Motivation, Attitudes, Females, Tables(Data), States(United States), Family income, Work attitudes, Heads of households, Participant characteristics, Economically disadvantaged.

PB-286 183/9/XCB PC **A09/MF A01**

DL-51-25-78-02
Evaluation of the Massachusetts Work Experience Program. Final rept.,
Florence Heller Graduate School for Advanced Studies in Social Welfare, Waltham, MA.
B. Friedman, B. Davenport, R. Evans, A. Hahn, and L. Hausman. Oct 80, 218p DLETA-51-25-78-02-1

The study presents an evaluation of the Massachusetts Work Experience Program for men in the WIN unassigned recipient pool. The program began in January 1978 as a 15-month experiment. It was a multifaceted effort to reduce the size of the unassigned recipient pool, including a 2-stage screening of registrants to reassess their needs, the assignment of those found suitable to a work experience program, and an incentive to find regular employment by making available to these men the 30 and 1/3 treatment of earnings without the 100-hour limitation on work per month. The study includes a controlled experiment of the work experience component of the program as well as a process analysis of the whole program.

Keywords: **Employment, Massachusetts,** Specialized training, Males, Social welfare, Earnings, Education, Unemployment, Ethnic groups, Work Incentive Program.

PB81-122590/XCB PC **A10/MF A01**

DL-51-34-80-03
Testing Literacy Levels in the WIN Population. Final rept. Sep 80-Apr 82,
Educational Testing Service, Princeton, NJ.
M. Goodison. 30 Apr 82, 146p DLETA-51-34-80-03

The report describes the job-readiness skills, in terms of literacy and numeracy of a representative national sample of WIN registrants. Skills were measured using the ETS Basic Skills Assessment Test. The performance of the WIN registrants was compared to the performance of the tests' national high school norming sample. The heterogeneity of the WIN populations' skills indicates the need for a variety of employment and training services beyond job search and placement for them to achieve self-sufficiency.

Keywords: **Abilities, Disadvantaged groups,** Specialized training, Reading, Employment, Literacy, Placement, Work Incentive Program.

PB82-263187/XCB PC **A07/MF A01**

DL-51-36-75-01
Physical Rehabilitation and Employment of AFDC Recipients. Final rept.,
New York State Coll. of Agriculture and Life Sciences, Ithaca. Div. of Nutritional Sciences.
D. A. Roe. 30 Apr 78, 321p DLMA-51-36-75-01-1

Aims were: (1) to examine feasibility of using standardized health evaluation, counseling and rehabilitation to increase employability of welfare recipients; (2) to develop a demonstration model for a health service suitable for national implementation in the WIN system. Welfare clients were referred from WIN/SAU or from DSS outside the WIN system. Upon health evaluation, commonest health related problems were hypochondriasis, neuroses, obesity and alcoholism. Clients with remediable health problems were randomly assigned to health intervention and control groups. Health rehabilitation decreased the number of health complaints and reversed hypochondriasis. Women with children under 6 were successful in rehabilitation and placement. Welfare grant reduction was substantially greater for intervention than control clients. In the proposed demonstration model, health evaluation will be by a nurse-clinician or M.D. A health counselor/educator, employed by WIN, will provide services including counseling, education, and medical referral. It is proposed that clients receiving health services be in special programs and eligible for special WIN placement until health problems are resolved.

Keywords: **Rehabilitation, Employment, New York,** Personnel development, Tables(Data), Performance, Surveys, Questionnaires, Recommendations, Vocational guidance, Psychological guidance, Socioeconomic status, Mental hygiene, Physical fitness, Education, Handicapped workers, Characteristics, Health surveys, Expenses, Welfare recipients, AFDC recipients.

See also report dated 1 Oct 75, PB-246 940.

PB-283 256/6/XCB PC **A14/MF A01**

DL-51-36-76-03
Analysis of Unassigned Recipients/Registrants in the WIN Program. Final rept.,
P/RA Research, Inc., East Meadow, N.Y.
R. Anderson. Apr 78, 263p DLMA-51-36-76-03-1

The major questions answered by this study are: (1) How frequently do unassigned recipients move in and out of that status, and how much time do they spend in that status; (2) What services are currently being offered to this group, and what services do they need to increase their employment potential; (3) What are the characteristics of unassigned recipients and how do they compare with those of the assigned recipient; (4) What are the implications of the findings for legislation, WIN resource allocation, program design, and operations.

Keywords: **Social welfare, Services,** Statistical analysis, Instruction, Children, Males, Females, Education, Employment, Unemployment, Earnings, Manpower, Surveys, Work Incentive Program.

PB-284 870/3/XCB PC **A12/MF A01**

DL-51-36-77-03
Immediate Job Search Assistance: Preliminary Results from the Louisville WIN Research Laboratory Project. Interim rept.,
Manpower Demonstration Research Corp., New York.
B. S. Goldman. Feb 80, 174p DLETA-51-36-77-03-1

This report presents preliminary estimates of the early impacts of the Louisville WIN Research Laboratory project, which is testing a model for providing female AFDC recipients and applicants with access to job-readiness training and assistance with job search and support services immediately upon WIN registration.

Keywords: **Employment, Social welfare,** Females, Children, Surveys, Kentucky, Louisville(Kentucky), Aid to Families with Dependent Children, Work Incentive Program.

PB80-165954/XCB PC **A08/MF A01**

DL-51-36-77-03
Preliminary Research Findings: WIN (Work Incentive) Research Laboratory Project. Preliminary rept.,
Manpower Demonstration Research Corp., New York.
B. Goldman. Apr 80, 94p DLETA-51-36-77-03-02

The WIN Research Laboratory Project began in 1977 as a means of testing innovative approaches to the delivery of services in WIN. The project consists of 4 sites: Denver, Louisville, Madison, and Racine. This report is a brief description of the service delivery models and of the results of the research from the first 4 months of the operation of those models.

Keywords: **Specialized training, Females, Employment,** Project planning, Colorado, Kentucky, Wisconsin, Missouri, Aid to Families with Dependent Children, Innovations, Denver(Colorado), Louisville(Kentucky), Madison(Wisconsin), Saint Louis(Missouri).

PB80-194681/XCB PC **A05**/MF **A01**

DL-51-36-77-03
Immediate Job Search Assistance: Preliminary Results from the Louisville WIN Research Laboratory Project. Interim rept. Nov 78-Feb 79,
Manpower Demonstration Research Corp., New York.
B. S. Goldman. Feb 80, 176p DLMA-51-36-77-03-13

The interim report presents preliminary estimates of the Louisville WIN Research Laboratory Project, which is testing a model for providing female AFDC applicants and recipients with access to job-readiness training and assistance with job search and support services, such as transportation and child care, immediately upon WIN registration. WIN (The Work Incentive Program) was mandated by Congress in 1967 to provide job training, job placement and supportive social services to the AFDC recipients, thus enabling them to enter the job market, increase their earnings, and perhaps become independent of welfare. The program's administrator, the WIN National Office, asked Manpower Demonstration Research corporation in 1978 to join it in designing the research for several demonstration sites, which would function as ongoing research and testing laboratories within the WIN system.

Keywords: **Females, Employment,** Specialized training, Models, Children, Placement, Kentucky, Louisville(Kentucky), Work Incentive Program.

PB80-220965/XCB PC **A09**/MF **A01**

DL-51-36-77-03
Preliminary Research Findings: WIN (Work Incentive Program) Research Laboratory Project. Interim rept. 1978-Dec 79.
Manpower Demonstration Research Corp., New York.
Apr 80, 94p DLMA-51-36-77-03-1

The Work Incentive Program (WIN) has been established by Congress to help recipients of Aid to Families with Dependent Children successfully enter the labor market. The WIN Research Laboratory Project attempts to establish within the WIN system a means of developing and testing innovative approaches to WIN's delivery of services. Four sites were involved in the first round of the Laboratory project. The Denver, Colorado project seeks to recruit and serve women who are eligible for WIN services but are not required to register with WIN. The Louisville, Kentucky WIN Laboratory is studying the effect of a program of structured job search offered to women who are applying for or receiving AFDC benefits immediately after their registration with the WIN Program. The Madison/Racine, Wisconsin demonstration seeks to move female WIN registrants away from service and clerical occupations traditionally held by women into more non-traditional, higher paying jobs. The St. Louis Laboratory attempts to improve WIN job development by linking an employer based organization to the WIN program. The report provides a description of the program models and of the results of research from their first four months of operation. General lessons from the demonstration thus far are also included.

Keywords: **Females, Employment, Federal assistance programs,** Unskilled workers, Manpower, Specialized training, Models, Children, Work Incentive Progam.

See also PB80-194681.

PB80-221047/XCB PC **A05**/MF **A01**

DL-51-36-77-03
Workings of WIN (Work Incentive): A Field Observation Study of Three Local Offices,
Manpower Demonstration Research Corp., New York.
S. B. Levy. Jan 81, 149p* DLMA-51-36-77-03-19

The purpose of the Work Incentive (WIN) program is to help recipients of Aid to Families with Dependent Children (AFDC) enter the labor market. Previous studies, mostly quantitatives in orientation, yielded a great deal of information about WIN outcomes and client characteristics. However, before this study was undertaken, little was known about the quality of interactions of counselors and clients on the local level or about the way in which federal WIN guidelines and policies were implemented at this level. The present study begun in an effort to address these issues. The study, which includes three local WIN offices, focuses on the critical dimensions of the WIN experience in an attempt to provide a qualitatively rich description and analysis of the in-office decisionmaking processes of counselors in such areas as the appraisal of employability, the identification and provision of supportive social services, and job assistance.

Keywords: **Employment, Manpower utilization,** Personnel development, Unemployment, Unskilled workers, Specialized training, NTISLABPEU, NTISLABETA.

PB81-199283/XCB PC **A07**/MF **A01**

DL-51-42-73-05
Six Years in the Lives of the Impoverished: An Examination of the WIN Thesis. Final rept.,
Center for Research on the Acts of Man, Philadelphia, Pa.
S. Z. Klausner. 1 May 78, 94p

This is a final report presenting findings and recommendations of two studies begun in 1968. The first is a study of factors aiding and hindering the achievement of economic independence, especially through the Work Incentive Program, of female headed households. The data are drawn from a three wave panel study (1969, 1970, 1973) initiated with 438 matrifocal households supported through AFDC and 102 matrifocal households supported by the earnings of the mother in Camden, New Jersey. The second is a study of poverty considered as a breakdown between family and economy and of family organization in relation to participation in the economy. The data from this second study are drawn from a two-wave panel study initiated with 723 low-income men and 414 of their mates in Camden in 1973 and 1974. Recommendations are offered from the WIN program and other programs engaged in the provision of work training, employment services and income maintenance.

Keywords: **Disadvantaged groups,** Low income groups, Program effectiveness, Counseling, Urban areas, Vocational interests, Earnings, Males, Females, Minority groups, Motivation, Socioeconomic status, Surveys, Recommendations, Work Incentive Program.

PB-283 895/1/XCB PC **A05**/MF **A01**

DL-51-42-79-02
Policy Implications of the Camden WIN Study. Final rept.,
Center for Research on the Acts of Man, Philadelphia, PA.
S. Z. Klausner. Jan 82, 123p DLETA-51-42-79-02-3

Part I presents direct lessons for policy of the substantive findings of research on the Work Incentive Program in Camden, N.J. Cultural orientations of families override any other factors in determining the family's welfare history and the type and duration of work sought. The fundamental orientations are termed traditional and modernizing. The first maintains the priority of family life over any other social participation and the second characterizes the family seeking to locate itself productively in a political and economic civic community transcending the family. Religious organizational involvements are salient discriminants of these two styles of life. The Work Incentive Program itself is modified in the light of these cultural orientations at the local level through a negotiation between the government agencies and family members. Part II develops general concepts for the design of poverty and manpower programs. Poverty is defined as an ideology. Three distinct types of impoverished are identified: the unemployed proletariat generated by failures in the system of production; the abandoned dependents generated by changes in the family structure and norms; and outcasts generated by strains in the system of ethnic and race relations. Each type calls for a distinct meliorative approach. Poverty is a condition of the total society and therefore, programs targeted on the poor alone will be ineffective.

Keywords: **Social welfare, New Jersey,** Culture(Social sciences), Family relations, Religions, Unemployment, Low income groups, Poverty, Work Incentive Program, Families.

PB82-253006/XCB PC **A06**/MF **A01**

DL-51-42-79-02
Civic Community: A Matriarchal Force. Final rept.,
Center for Research on the Acts of Man, Philadelphia, PA.
S. Z. Klausner. Feb 82, 116p DLETA-51-42-79-02-1

Theories of the family which inform current poverty, welfare and manpower policies tend to view the family as a set of exchange relationships with the role of the breadwinner as pivotal. This report, based on an analysis of a sample of men and their mates in Camden County, N.J., demonstrates that jural authority in the family is developed around a sense of moral obligation among the members of the family. Economic interests, in particular, and exchange relationships, in general, are not central to the solidarity of the family. The difference between a relatively matriarchal and a relatively patriarchal family is not simply a matter of the sex of the incumbent to the juridical and sanctioning role. Rather, these terms distinguish two social organizational forms. The patriarchal family is more isolated and self-contained. The matriarchal family maintains many ties, economic and political, with the civic community. The norms of the civic community support matriarchy in the family.

Keywords: **Family relations, Socioeconomic status,** Interpersonal relations, Welfare, Manpower, Males, Females, Poverty.

PB82-254160/XCB PC **A06**/MF **A01**

DL-51-42-79-02
Social Networks and Socioeconomic Status of Lower Income Men and Women. Final rept.,
Center for Research on the Acts of Man, Philadelphia, PA.
A. G. Crawford. Jan 82, 78p* DLETA-51-42-79-02-2

This report describes the influence of the kinship and friendship networks of lower income men and women on their socioeconomic status. The survey respondents included 723 men, 414 of their mates, and 327 female household heads living in Camden County, New Jersey, in 1973. The networks of the men and women do influence their status attainment. However, insofar as networks reinforce prior status differences between individuals, networks have little role in promoting individual social mobility. Thus, while networks promote mobility in some cases, policy makers should not expect networks to play a major role in upgrading the status of the poor.

Keywords: **Low income groups, Socioeconomic status,** Networks, Interpersonal relations, Mobility, Females, Peer groups, Social psychology, New Jersey, Camden County(New Jersey).

PB82-254210/XCB PC **A05**/MF **A01**

DL-53-11-76-01
WIN Public Service Employment: Special Mail Surveys of Sponsors of Work Incentive (WIN) Programs. Final rept.
Kirschner Associates, Inc., Albuquerque, NM.
Oct 77, 92p MEL-78-02

The report presents information on 1975-76 enrollees in the Public Service Employment (PSE) component of the Work Incentive (WIN) Program. The information was collected from a mail sampling of local WIN and welfare offices to supplement the WIN reporting system. Data are presented on characteristics of enrollees, the nature and duration of their PSE assignment, and their postprogram employment experience.

Keywords: **Disadvantaged groups, Characteristics,** Specialized training, Employment, Females, Minority groups, Negroes, Surveys, Methodology, Work Incentive Program, Part time jobs.

PB-276 177/3/XCB PC **A05**/MF **A01**

DL-53-11-76-01
Assessment of the Feasibility of Mail Surveys. Special Mail Surveys of Sponsors of Work Incentive (WIN) Programs. Final rept. no. 4.
Kirschner Associates, Inc., Albuquerque, NM.
May 78, 137p MEL-78-07

The purpose of this study was to test the feasibility of sample surveys of local records to obtain information not forwarded in national reports on Work Incentive Program (WIN) participants. The test covered three surveys of WIN participants: those in public service jobs, those referred (suspended) to non-WIN activities, and those automatically deregistered from WIN because they left welfare for unspecified (other) reasons. Separate reports on these surveys were published. The three surveys were based on: (1) national samples drawn from various files, including the Employment Service Automatic Reporting System (ESARS); (2) data collection by local office personnel and (3) comparable data collection by the contractor's field representatives. The study concluded that such surveys are practical, useful and feasible but cannot be conducted quickly because of many unavoidable barriers in the inter-agency clearance process.

Keywords: **Surveys, Mail,** Social services, Project planning, Feasibility, Sampling, Characteristics, Employment, Sociopsychological surveys, Data acquisition, Personnel, Reliability, Methodology, Design, Work Incentive Program, Public Service Employment, Employment Service Automatic Reporting System.

PB-288 397/3/XCB PC **A07**/MF **A01**

DL-53-11-76-01
WIN Clients In Suspense. Special Mail Surveys of Sponsors of Work Incentive (WIN) Programs. Final rept. no. 2.
Kirschner Associates, Inc., Albuquerque, NM.
May 78, 93p MEL-78-04

The main purpose of this sample survey of local records of the Work Incentive Program (WIN) was to determine what employment and training services 33,500 registrants received in FY 1976 while they were in suspense (assigned to non-WIN programs). The study found that half of these clients were assigned to activities under the Comprehensive Employment and Training Act (CETA). Significant proportions of the others were in programs sponsored by State vocational rehabilitation and education agencies. About half the clients in suspense moved into unsubsidized jobs and remained employed at the time of a follow-up check averaging 55 days after job entry.

Keywords: **Specialized training, Disadvantaged groups, Employment,** Vocational guidance, Rehabilitation, Minority groups, Females, Surveys, Vocational rehabilitation, Work Incentive Program, Public Service Employment, Comprehensive Employment and Training Act.

PB-288 594/5/XCB PC **A05**/MF **A01**

DL-53-11-76-01
WIN Clients Deregistered for Other Reasons. Special Mail Surveys of Sponsors of Work Incentive (WIN) Programs. Final rept. no. 3.
Kirschner Associates, Inc., Albuquerque, NM.
May 78, 61p MEL-78-06

The purpose of this study was to obtain information on 330,000 participants who were deregistered from the Work Incentive Program (WIN) in FY 1976 because they had left the Aid to Families With Dependent Children Program (AFDC) for other reasons than the ones customarily reported to the national WIN office. To determine why they left AFDC and WIN, what services they received, and whether they found jobs, the study examined a sample of local WIN and welfare records. It found some fifteen reasons why WIN participants in the other reasons category left AFDC and WIN. More than half of them had moved, had found jobs, had failed to comply with welfare regulations, and/or no longer needed assistance. A major finding of the report was that national WIN statistics substantially understated the favorable outcomes of WIN participants.

Keywords: **Disadvantaged groups, Employment,** Vocational guidance, Rehabilitation, Minority groups, Females, Surveys, Aid to Families with Dependent Children, Work Incentive Program.

PB-288 595/2/XCB PC **A04**/MF **A01**

DL-53-36-76-02
Suffolk County Coordinated Manpower Program - Suffolk County, New York. Final rept.
Dialogue Systems, Inc., New York.
Oct 77, 83p MEL-77-07

The report evaluates a demonstration program in Suffolk County, New York, in which the Work Incentive Program (WIN) was transferred from the Employment Service (ES) to the Comprehensive Employment and Training Act (CETA) prime sponsor and other functions were realigned so as to minimize duplication of services between the Employment Service and CETA sponsor. The report is useful in pointing up types of problems which may arise in efforts to realign CETA sponsor, ES, and WIN functions.

Keywords: **Personnel development, Services,** Coordination, Program effectiveness, Specialized training, Placement, Employment, New York, Work Incentive Program, Comprehensive Employment and Training Act, Employment Service, Suffolk County(New York).

PB-276 139/3/XCB PC **A05**/MF **A01**

DL-55-42-77-01
Documentation for the Public Use Data Base of the Comprehensive Longitudinal Evaluation of the WIN II Program. Final rept.,
Ketron, Inc., Wayne, Pa. Social Policy Analysis Div.
A. C. Lew, S. Latsios, and M. G. Temple. 26 May 78,
173p DOL/DF-78/001A

The data file, for which this documentation serves as a guide, contains data on WIN program experience, welfare histories, and employment information for a sample of WIN participants and registrants collected during a longitudinal evaluation of the WIN program. The data has been merged from three sources - personal interviews and WIN/welfare records from local offices. Up to three completed questionnaires are available for each of the 6,555 respondents corresponding to one of the 3 waves of personal interviews. Information on the client's participation was recorded during the original sample selection in 1974 and the second wave of site visits in 1975. The client's welfare history was coded from records at local welfare offices. The evaluation addressed the following questions, inter alia: (1) To what extent has WIN contributed to the earnings and income gains of participants; (2) To what extent has WIN contributed to a reduction in AFDC payments to participants; and (3) which components, or mixes of components and what type of participants, have been most effective in achieving gains in earnings/income and in welfare savings.

Keywords: **Social welfare, Disadvantaged groups,** Evaluation, Vocational guidance, Specialized training, Salaries, Cost effectiveness, Surveys, Questionnaires, Program effectiveness, Employment, Earnings, Work Incentive Program.

See also report dated Sep 76, PB-261 277. For data file on magnetic tape, see PB-284 229.

PB-284 230/0/XCB PC **A08**/MF **A01**

DL-75-08-76-06
Annual Report of the Colorado Career Information System. Annual rept. 1 Oct 76-30 Sep 77,
Colorado Career Information System, Boulder.
P. A. Parish, and W. W. Wolff. 30 Sep 77, 118p 8,
DLMA-75-08-76-06-2

Colorado Career Information System (COCIS) provides individuals information about occupations (i.e., job duties, required training, salary ranges, employment prospects) education and training programs, possible employers and descriptions of companies, community resources and additional sources. The purpose is to assist individuals in making realistic and well-informed occupational and career decisions. Localized labor market information will be used from the 5 Colorado Labor Market Planning Regions. The system will be used in high schools, colleges and state agencies such as welfare agencies, correctional institutions, employment offices and rehabilitation sites. COCIS will be delivered by either computer-based or needlesort delivery systems. This requires a staff of information development, user services and management specialists. COCIS is an interagency body under a Board of Directors appointed by the Governor from seven State agencies, users of COCIS and business and industry representatives.

Keywords: **Information systems, Career development,** Colorado, Counseling, Salaries, Education, Specialized training, Employment, Job analysis, Manpower, Personnel development.

PB-276 301/9/XCB PC **A06**/MF **A01**

DL-75-27-76-05-02
Annual Progress Report (2nd), October 1, 1976 - September 30, 1977.
Minnesota Occupational Information System, St. Paul.
31 Oct 77, 42p R3018-011, DLMA-75-27-76-05-02-2

This report describes the operations of the Minnesota Occupational Information System during the second year of a four year grant from the Department of Labor. The second year marked the establishment of the service on a statewide basis. The information was increased to provide descriptions of 351 occupations and new topics and regionalized labor market data were added to the first year's 300 occupations. Comments were solicited and analyzed from practitioners, employers and educators to validate system occupational descriptions. Educational data was augmented to provide a virtually complete and current inventory of post-secondary education and training programs in Minnesota. The primary delivery system, a computerized interactive storage and retrieval capability, was sold to 42 sites serving over 17,000 individuals. An alternative manual delivery capability was developed. User staff training was provided to more than 200 counselors and teachers planning to use the system in 1977-78.

Keywords: **Job analysis, Information systems, Minnesota, Occupations,** Counseling, Education, Employment, Skilled workers, Unskilled workers, Specialized training, Technical schools, Vocational guidance, Surveys.

PB-276 280/5/XCB PC **A03**/MF **A01**

DL-75-55-76-01
Wisconsin Occupational Information System.
Annual rept. 14 Jul 76-13 Jul 77,
Wisconsin Manpower Services Council, Madison. Wisconsin Vocational Studies Center, Madison.
R. Lambert. 17 Sep 77, 166p DLMA-75-55-76-01-2

The Wisconsin Vocational Studies Center, University of Wisconsin-Madison, has been chosen by the U.S. Department of Labor National Occupational Information Service to implement an occupational information system in Wisconsin under a grant to the Wisconsin Manpower Services Council. The Grant was one of an initial eight for state-wide occupational information system development. The Wisconsin Occupational Information System (WOIS) combines computerized and manual information files, audio-visuals, and printed materials relating to national and state occupations, training institutions and institutions of higher education, financial aids, human resources and careers in the military. The central staff of WOIS collects information from such 'providers' as the Job Service, Department of Labor, and educational agencies and organizes it for easy individual access by such 'users' as h.s. students, the unemployed and other job seekers.

Keywords: **Information systems, Career development, Wisconsin,** Counseling, Salaries, Education, Specialized training, Employment, Job analysis, Manpower, Personnel development, Labor unions, Schools, Surveys, Placement.

Prepared in cooperation with Wisconsin Vocational Studies Center, Madison.

PB-276 250/8/XCB PC **A08**/MF **A01**

DL-82-25-71-39
Transition from School to Work: The Contribution of Cooperative Education Programs at the Secondary Level. Final rept.,
Northeastern Univ., Boston, MA. Dept. of Economics.
I. L. Herrnstadt, M. A. Horowitz, and A. Sum. Aug 79,
380p DLETA-82-25-71-39-1

The major goal of the study is to determine whether graduates of cooperative vocational programs at the high school level are better able to make the transition to, and become established in, the labor market than graduates of other high school programs. In general, the successes of graduates from cooperative vocational programs were not significantly greater than of graduates from other programs. Irrespective of the high school program, the amount of work experience during the high school years was a significant factor leading to success in the transition from school to the labor market.

Keywords: **Students, Employment, Placement,** Specialized training, Education, Unemployment, Vocational guidance, Vocational education, Labor market.

PB-299 589/2/XCB PC **A17**/MF **A01**

DL-82-34-69-34
Occupational Structure of New York City Municipal Hospitals,
Health Services Mobility Study, New York. Hunter Coll., New York.
E. Gilpatrick, and P. K. Corliss. 1970, 199p RR-2, DLETA-82-34-69-34-RR7-3

This document examines the organizational context within which New York City Municipal hospitals are staffed, and describes factors affecting employment such as wages, vacancies, credentialing and mobility within the system. The report concludes that the bars to upward mobility are not due to entry-level shortages, and that the major impediments to upward mobility are a lack of organizational commitment to job ladders, credential barriers, redundancy of educational programs, and the fact that middle and upper-level jobs require a good deal of investment in academically-based education. The report offers suggestions on mobility, job pathways and training. It calls for the development of a strong manpower function and a commitment to a job ladder approach to filling vacancies, and offers some models. It further shows how a job ladder approach can serve the needs of management by filling vacancies, and can serve the needs of the employees by providing upward mobility.

Keywords: **Hospitals, Medical personnel, New York,** Education, Employment, Job analysis, Manpower utilization, Requirements, Labor unions, Mobility, Orientation(Training), Personnel development, Professional personnel, Skilled workers, Specialized training, Upgrading, New York City(New York).

See also PB-222 321. Prepared in cooperation with Hunter Coll., New York, and City Univ. of New York. Research Foundation.

PB-273 905/0/XCB PC **A09**/MF **A01**

DL-82-34-69-34
Health Services Mobility Study Method of Task Analysis and Curriculum Design. Research Report No. 11. Volume II. Writing Task Descriptions and Scaling Tasks for Skills and Knowledge: A Manual.
Final rept.,
Health Services Mobility Study, New York.
E. Gilpatrick. cNov 77, 319p RR-11-VOL-2, DLETA-82-34-69-34-RR-11-VOL-2

Volume 2 is a method manual for the director of task analysis work and job analysts covering the use of Health Services Mobility Study (HSMS) instruments. It includes instructions for field work and review, covering task identification, task description, skill scaling of tasks, use of the HSMS Knowledge Classification System and the knowledge scale in identifying and scaling the knowledge needed in tasks; it also includes a section on general field techniques and materials for the training of job analysts.

Keywords: **Health manpower, Personnel development, Curriculum development,** Mobility, Job analysis, Instruments, Performance evaluation, Methodology, Data collection, Health manpower education, Specialized training, Systems analysis, Upgrading, Work sampling, Task analysis, Career development, Classification systems.

Sponsored in part by Hunter Coll., New York, and City Univ. of New York. Research Foundation. See also Volume 1, PB-286 913 and Volume 3, PB-286 915.
Also available in set of 4 reports PC E17, PB-286 912-SET.

PB-286 914/7/XCB PC **A14**/MF **A01**

DL-82-34-69-34
Health Services Mobility Study Method of Task Analysis and Curriculum Design. Research Report No. 11. Volume III. Using the Computer to Develop Job Ladders. Final rept.,
Health Services Mobility Study, New York.
E. Gilpatrick. cNov 77, 322p RR-11-VOL-3, DLETA-82-34-69-34-RR-11-VOL-3

Volume 3 is a manual for using Health Services Mobility Study (HSMS) computer-based statistical procedures (including factor analysis) to design job structures and job ladders. The volume includes instructions for coding and Preparing task data, use of task data and computer programs to group tasks into families and hierarchies, and how to assign tasks to job levels, job structures, and job ladders. There is a manual for using the results for institutional performance evaluation and human resources planning and development. Appendixes present listings of the HSMS computer programs, a technical history of the HSMS method, and a scholars' review.

Keywords: **Health manpower, Personnel development, Curriculum development,** Job analysis, Mobility, Computers, Coding, Instructions, Performance evaluation, Methodology, Health manpower education, Specialized training, Upgrading, Work sampling, Task analysis, Career development.

Sponsored in part by Hunter Coll., New York, and City Univ. of New York. Research Foundation. See also Volume 2, PB-286 914 and Volume 4, PB-286 916.
Also available in set of 4 reports PC E17, PB-286 912-SET.

PB-286 915/4/XCB PC **A14**/MF **A01**

DL-82-34-69-34
Health Services Mobility Study Method of Task Analysis and Curriculum Design. Research Report No. 11. Volume IV. Developing Curriculum Objectives from Task Data: A Manual. Final rept.,
Health Services Mobility Study, New York.
E. Gilpatrick, and C. Gullion. cDec 77, 257p RR-11-VOL-4, DLETA-82-34-69-34-RR-11-VOL-4

Volume 4 presents the Health Services Mobility Study (HSMS) curriculum design method. It covers the conceptual framework and components of the method and presents a model of the developmental processes of education. The volume includes a manual for the preparation of curriculum outlines and curriculum objectives and discusses applications of the method and other components of the HSMS 'curriculum guidelines.' Appendixes include prototypes for curriculum objectives, examples of various stages of the work, and examples of HSMS curriculum outlines and curriculum objectives.

Keywords: **Health manpower, Personnel development, Curriculum development,** Objectives, Development, Methodology, Job analysis, Performance evaluation, Health manpower education, Specialized training, Systems analysis, Upgrading, Work sampling, Task analysis, Career development.

Sponsored in part by Hunter Coll., New York, and City Univ. of New York. Research Foundation. See also Volume 3, PB-286 915.
Also available in set of 4 reports PC E17, PB-286 912-SET.

PB-286 916/2/XCB PC **A12**/MF **A01**

DL-82-34-69-34
Technologist Function in Fields Related to Radiology: Tasks in Radiation Therapy and Diagnostic Ultrasound. Final rept.,
Health Services Mobility Study, New York.
E. Gilpatrick. c1977, 324p RR-9, DLETA-82-34-69-34-RR9

The document describes a scaled-down application of the Health Services Mobility Study task analysis and curriculum design method. Research Report No. 9 presents task descriptions and summaries at the aide, technician, and technologist levels in radiation therapy and diagnostic ultrasound. It describes how the material was collected, the coverage, safe practice features, and how to read the task descriptions. It includes an index of tasks by code number and function.

Keywords: **Radiotherapy, Job analysis, Task analysis, Ultrasonics,** Curricula, Design, Manpower requirements, Job satisfaction, Diagnosis, Indexes(Documentation), Radiology, Therapy, Radiological technologists, Health occupations, Radiation therapy technologists, Ultrasound technology, Quality assurance, Health manpower education, Career ladders.

See also Research rept. no. 10, PB-289 495.

PB-289 494/7/XCB PC **A14**/MF **A01**

DL-82-34-69-34
Relating Technologist Tasks in Diagnostic Radiology, Ultrasound and Radiation Therapy. Final rept.,
Health Services Mobility Study, New York.
E. Gilpatrick. c1977, 243p RR-10, DLETA-82-34-69-34-RR10

The document describes a scaled-down application of the Health Services Mobility Study task analysis and curriculum design method. Research Report No. 10 suggests several new job structures, job ladders, and curriculum sequences based on analysis of task data at the technologist, technician, and aide levels in diagnostic radiology, diagnostic ultrasound, and radiation therapy, including quality assurance and patient care functions. It discusses the extent of overlap in skill and knowledge requirements at the technologist level in the three fields, and presents curriculum outlines to parallel the suggested job ladders. A description of the analysis and technical appendixes are included.

Keywords: **Radiotherapy, Job analysis, Ultrasonics, Task analysis, Career ladders,** Tables(Data), Diagnosis, Education, Specialized training, Requirements, Guidelines, Objectives, Recommendations, Radiology, Therapy, Analytical methods, Radiological technologists, Radiation therapy technologists, Quality assurance, Health manpower education, Ultrasound technologists, Health occupations, Curricula.

See also Research rept. no. 9, PB-289 494.

PB-289 495/4/XCB PC **A11**/MF **A01**

DL-82-37-71-47
How to Get Started on Evaluation: A Field Report and Guide for Comprehensive Employment and Training Act (CETA) Prime Sponsors. Final rept.
MDC, Inc., Chapel Hill, N.C.
Sep 77, 143p MEL-77-06

This document is an informal, easy-to-read guide for conducting limited evaluations of local Comprehensive Employment and Training Act (CETA) programs. It was designed primarily for small and medium-sized CETA agencies that do not have professional evaluators. Its aim is to help local CETA sponsors to improve their programs.

Keywords: **Program evaluation, Employment, Specialized training,** Methodology, Handbooks, Objectives, Project management, Rehabilitation, Comprehensive Employment and Training Act of 1973.

PB-274 050/4/XCB PC **A07**/MF **A01**

DL-82-39-72-21
From the Middle to the Later Years: Longitudinal Studies of the Preretirement and Postretirement Experiences of Men. Volume Five in the Series: The Preretirement Years. Final rept.,
Ohio State Univ., Columbus. Center for Human Resource Research.
H. S. Parnes, G. Nestel, T. N. Chirikos, T. N. Daymont, and F. L. Mott. 1979, 414p DLETA-82-39-72-21-A

Since 1965 the Center for Human Resource Research has engaged in the National Longitudinal Surveys (NLS) of the labor market experience of 4 subsets of the US civilian population: men who at the inception of the study were 45 to 59 years old; women 30 to 44; and young men and women between the ages of 14 to 24. This report is the fifth concerning the older cohort of men through 1976.

Keywords: **Employment, Males,** Attitudes, Earnings, Economic analysis, Education, Manpower, Government employees, Job satisfaction, Mobility, Motivation, Negroes, Productivity, Retirement, Skilled workers, Socioeconomic status, Specialized training, Statistical samples, Unemployment, Unionization, Unskilled workers, Upgrading.

See also PB-239 886.

PB80-154636/XCB PC **A18**/MF **A01**

DL-82-39-72-21
Job Search by Unemployed Women: Determinants of the Asking Wage. Rept. for 1967-72,
Ohio State Univ., Columbus. Center for Human Resource Research.
S. H. Sandell. Jul 79, 35p DLETA-82-39-72-21-B

The study uses actural observations of reservation wages from the National Longitudinal Surveys of Women who were 35 to 49 years of age in 1972 to examine the job search behavior of unemployed women. Their asking wages correspond both to labor market parameters and to their own circumstances. Variables reflecting wage expectations and unemployment duration are usually statistically significant in the anticipated directions. The model is estimated with a two-stage laast squares procedure. Unemployed women substantially reduce their reservation wages as the period of their unemployment progresses. Recipients of unemployment insurance report asking wages that are substantially higher than those for other unemployed women.

Keywords: **Females, Employment, Job search methods,** Unemployment, Negroes, Surveys, Salaries, Behavior, Models.

PB80-162092/XCB PC **A03**/MF **A01**

DL-82-39-72-21
Pay Premiums for Economic Sector and Race: A Decomposition. Rept. for 1966-76,
Ohio State Univ., Columbus. Center for Human Resource Research.
T. N. Daymont. Oct 79, 53p DLETA-82-39-72-21-C

The paper exmines two issues concerning a dual economy theory of labor markets. Using data from the older men's file of the National Longitudinal Surveys, it first investigates the degree to which differences in rate of pay among economic sectors (competitive, monopoly, public) are accounted for by sector differences in (1) human capital composition, (2) unionization, (3) occupational skill requirements, and (4) other factors producing an ability and willingness to pay high wages. The results of this decomposition suggest that the greater ability and willingness to pay high wages and the higher levels of unionization are the primary factors producing a monopoly sector pay premium. Second, it examines how racial differences in pay vary across sector and perform an analogous decomposition of these differences. In contrast to several previous studies, the relative disadvantages of black men were found to be somewhat greater in the competitive sector than in the monopoly sector.

Keywords: **Salaries, Economic factors, Ethnic groups, Males, Wages,** Government, Labor unions, Unionization, Abilities, Competition, Negroes, Economic analysis, Experience, Earnings, Income, Labor market, Race, Monopolies.

PB80-162118/XCB PC **A04**/MF **A01**

DL-82-39-72-21
Sex-Role Attitudes and Employment Among Women: A Dynamic Model of Change and Continuity. Rept. for 1967-72,
Ohio State Univ., Columbus. Center for Human Resource Research.
A. S. Macke, P. M. Hudis, and D. Larrick. Oct 79, 30p
DLETA-82-39-72-21-A

The study utilizes data from the National Longitudinal Surveys of Labor Market Experience of Young and Mature Women to examine the short-run effects of nontraditional sex-role ideologies on wives' employment and the consequences of such employment for further changes in sex-role attitudes. The analyses demonstrate a small but significant effect of nontraditional attitudes on white wives' extent of employment experience and a substantially larger effect of market participation on later attitudes. However, due to subcultural differences, nontraditionality has no impact on the employment of black married women and employment has little effect on their subsequent attitudes.

Keywords: **Females, Employment,** Attitude surveys, Negroes, Economic analysis, Children, Parent child relations, Income, Labor market.

PB80-162779/XCB PC **A03**/MF **A01**

DL-82-39-72-21
Short-Term Effects of Marital Disruption on the Labor Supply Behavior of Young Women. Rept. for 1968-73,
Ohio State Univ., Columbus. Center for Human Resource Research.
S. F. Moore. Oct 79, 144p DLETA-82-39-72-21-D

The study uses both tabular and multivariate analysis to analyze the labor supply response of young women to the occurrence of a marital disruption. The data used are from the National Longitudinal Surveys cohort of young women, aged 14 to 24 in 1968. The sample of maritally disrupting women includes all women who either separate or divorce for the first time between 1969 and 1975. A reference group representing nondisrupting counterparts was also constructed from a cross-section of married women with a spouse present in 1971 whose marriages remained intact between 1968 and 1975. The study first compares the responsiveness of the young women's work activity, as measured by annual hours worked, to socioeconomic parameters in the immediate pre- and postdisruption periods. Second, in order to ascertain whether women whose marriages are about to disrupt alter their labor supply in anticipation of the disruption's occurrence, comparisons are made between the predisruption labor market behavior of disrupting women and the reference group.

Keywords: **Employment, Females,** Negroes, Unemployment, Marriage, Interpersonal relations, Economic analysis, Labor market, Divorce.

PB80-164718/XCB PC **A07**/MF **A01**

DL-82-39-72-21
Inheritance of Earnings and Wealth. Special rept. 1966-76,
Ohio State Univ., Columbus. Center for Human Resource Research.
R. W. Rumberger. Sep 80, 33p DLETA-82-39-72-21-F

The paper examines the role of wealth in explaining the relationship between family background and adult economic status for black and white males. Data are drawn from a matched subsample of fathers and sons constructed from two cohorts of the National Longitudinal Surveys of Labor Market Experience.

Keywords: **Earnings, Income, Assests, Inheritance,** Socioeconomic status, Family relations, Negroes, Males, Social effect, Sociology, Economic models, Education, Employment, Family background, Labor force participation.

PB81-169054/XCB PC **A03**/MF **A01**

DL-82-39-72-21
Quantitative Procedure for the Assignment of Industries to Capital Sectoral Types. Special rept.,
Ohio State Univ., Columbus. Center for Human Resource Research.
R. D'Amico. Jan 81, 38p DLETA-82-39-72-21-G

Recent thinking in stratification research has come increasingly to take into account the structured nature of social inequality. Specifically, the focus of much current work has shifted to an examination of the structural characteristics of the labor market and the ways in which they channel or constrain the socioeconomic attainments of workers. In this vein, sociologists have begun to draw upon radical economists' theories of the dual economy to help explain pervasive and intractable earnings inequalities. While this perspective has been shown to enhance our understanding of the process of stratification in America, a satisfactory operationalization of the fundamental concept underlying this theory--that of a bifurcated industrial structure--has yet to be devised. This paper represents an attempt at filling this void.

Keywords: **Socioeconomic status, Labor estimates, Industrial structure,** Employment, Manpower utilization, Income, Earnings, Capital, Personnel development, Investments, Industries, Economic analysis, Labor market.

PB81-169062/XCB PC **A03**/MF **A01**

DL-82-39-72-21
Career Paths and Career Origins: The Effect of First Job Industry on the Attainments of Mature Men. Special rept. for 1966,
Ohio State Univ., Columbus. Center for Human Resource Research.
R. D'Amico. Jan 81, 44p DLETA-82-39-72-21-E

The fundamental contention of this paper is that the industrial environment encompassing a worker's career origins has pervasive and irrevocable effects on his subsequent career developments. In developing this argument the authors explore the linkages that exist between industries, internal labor markets and career paths. The final sections of this paper explore the ways in which industries impact on careers.

Keywords: **Career development, Males,** Employment, Industrial training, Socioeconomic status, Personnel development, Socioeconomic status.

PB81-169070/XCB PC **A03**/MF **A01**

DL-82-39-72-21
Longitudinal Model of Sex-Role Attitudes, Labor Force Participation and Childbearing. Special rept. 1968-72,
Ohio State Univ., Columbus. Center for Human Resource Research.
P. M. Hudis, A. S. Macke, and M. D. Hayward. Jan 81,
40p DLETA-82-39-72-21-I

Several panels of the NLS data on young married white women were used to examine the inter-relationships among sex-role traditionality, labor force behavior, and fertility. Over time, cyclical feedback effects existed for sex-role traditionality and labor force participation; prior sex-role attitudes affected a woman's subsequent tendency to work and this work experience, in turn, affected her traditionality measured at a later point in time. Thus, indicators of changing sex-role attitudes might be profitably added to projections of female labor force participation. Similar effects were not found for sex-role attitudes and fertility; attitudes did not affect subsequent fertility nor were they modified by child-rearing experiences. However, sex-role attitudes may be indirectly related to fertility because of the strong relationship between fertility and labor force participation. Also, a woman's perception of her husband's attitudes about her working had a surprisingly strong impact on her fertility. Hence, measures of the sex-role traditionality of men in particular, might be profitably added to projections of fertility rates. Perceived husband's attitudes also had important effects on women's labor force participation. Implications of these findings for husband's family dominance were discussed, as well as the implications for the use of attitudes to predict demographic trends.

Keywords: **Females, Employment,** Attitude surveys, Behavior, Manpower, Fertility, Children, Labor force.

Prepared in cooperation with Indiana Univ., Indianapolis.

PB81-171019/XCB PC **A03**/MF **A01**

DL-82-39-72-21
Supply and Demand Factors in Income Determination. Special rept. for 1976,
Ohio State Univ., Columbus. Center for Human Resource Research.
R. D'Amico. Jul 80, 50p DLETA-82-39-72-21-H

The paper endeavors to clarify some unexplored issues evolving from dual economy theory. In particular, it attempts to model the process by which individuals get allocated to sectors, elucidates the mechanisms by which capital sector affects earnings, and notes the overlap between occupational and industrial dualism. The final section of this paper attempts to evaluate dualism in a somewhat broader sense. In particular, it explores the extent to which capital sectors exhaust the relevance of industrial structure for earnings.

Keywords: **Economic factors, Income,** Supply(Economics), Demand(Economics), Education, Experience, Employment, Earnings, Abilities, Capital, Manpower, Resource allocation, Labor market, Skills, Industrial structure.

PB81-171241/XCB PC **A03**/MF **A01**

DL-82-39-72-21
Early Fertility Behavior of Non-College Bound Youth: Trends and Consequences. Special rept. 1968-79,
Ohio State Univ., Columbus. Center for Human Resource Research.
F. L. Mott, and N. L. Maxwell. Apr 81, 34p DLETA-82-39-72-21-J

Using data from the 1968 National Longitudinal Survey of young women and the 1979 National Longitudinal Survey new youth cohort, this study compares the early childbearing behavior of young women in the late 1960s and 1970s. It contrasts separately for black and white non-college bound women the percentages who had a first birth while still in high school, their family situations, socioeconomic characteristics, access to income support, employment situations and their future employment intentions.

Keywords: **Behavior, Females,** Youths, Fertility, Education, Employment, Ethnic groups, Negroes, Unemployment, Socioeconomic status, Family relations, NTISLABPEU, NTISLABETA.

PB81-215477/XCB PC **A03**/MF **A01**

DL-82-39-72-21
Dual Careers: A Decade of Changes in the Lives of Mature Women. Volume 5. Final rept.,
Ohio State Univ., Columbus. Center for Human Resource Research.
T. N. Chirikos, T. Daymont, J. Mercier, G. Nestel, and T. O'Brien. Jun 81, 280p* DLETA-CHRR-81-09

The eight chapter report contains seven separate studies prepared by researchers at Ohio State University. The first chapter contains an overview of changes in employment, family status, attitudes and income adequacy over the decade. Three chapters examine problems of labor market reentry, irregular employment patterns and occupational segregation. One chapter analyzes changing attitudes toward women working and the implications of these changes for future work behavior of women and their husbands. One chapter is devoted to an analysis of women's health problems and their labor market implications. The economic consequence of midlife changes in marital status is the final topic considered.

Keywords: **Employment, Females, Labor market,** Mobility, Earnings, Attitudes, Statistical data, Surveys, Family relations, Age, Children, Job satisfaction, Negroes, Dual careers, Child care.

See also Volume 4, PB-250 512.

PB82-107079/XCB PC **A13**/MF **A01**

DL-82-39-72-21
Crowded Market: Work Experience of Young Men, 1966-1976. Final rept.,
Ohio State Univ., Columbus. Center for Human Resource Research.
S. M. Hills. Jun 81, 417p DLETA-82-39-72-21-Y

The nine chapter report contains seven separate studies prepared by researchers at Ohio State University. Each of the studies analyzes changes occurring in economic climate during the late 1960s and early 1970s from which men sought to protect themselves. Three chapters deal with returns to investment in education in the late 1960s and early 1970s. They treat declining returns to college education, the investment in quality schooling, and the returns to occupational training. Two chapters, focusing on the transition from school to work, examine the impact of unemployment on subsequent adult earnings and racial differences in the job search patterns of blacks and whites. Further racial differences in adult earnings and employment over a ten year period are examined in another study. Finally, the insulating influence that institutions have on both employment and earnings is studied through analysis of the size, market power, and degree of unionization of the firms employing young men.

Keywords: **Youths, Employment,** Earnings, Minority groups, Education, Males, Unemployment, Economic conditions, Manpower, Personnel development.

See also Volume 6, PB-266 221. Volume 7 in the National Longitudinal Surveys' series of reports entitled 'Career Thresholds'.

PB82-114406/XCB PC **A18**/MF **A01**

DL-82-39-72-21
Years for Decision: A Longitudinal Study of the Educational, Labor Market and Family Experiences of Young Women, 1968 to 1978. Volume 5,
Ohio State Univ., Columbus. Center for Human Resource Research.
F. L. Mott. 30 Sep 81, 307p DLETA-82-39-79-29-W

The report uses data from the National Longitudinal Survey of Work Experience of Young Women to examine trends and determinants of employment between 1968 and 1978 for women who were 14 to 24 years of age in 1968. The study highlights the importance of non-economic factors as motivators of employment for young women and the relative independence of work and fertility for young women now reaching adulthood. The study also contrasts the educational progression paths of young men and women, documents the association between divorce, remarriage and economic wellbeing for young women, and describes recent trends in their marital, childbearing, schooling and employment patterns and the association between those phenomena.

Keywords: **Attitude surveys, Females,** Children, Marriage, Economic analysis, Education, Fertility, Minority groups, Negroes.

PB82-145046/XCB PC **A14**/MF **A01**

DL-82-39-72-21
Pathways to the Future: A Longitudinal Study of Young Americans, Preliminary Report on the 1980 Survey. Rept. for 1979-80,
Ohio State Univ., Worthington. Center for Human Resource Research.
M. E. Borus, J. E. Crowley, T. K. Pollard, and R. Santos. Dec 81, 179p DLETA-CHRR-82-01

The preliminary report on the 1980 data from the National Longitudinal Surveys of Youth derives from interviews with 12,141 young people, age 15-23, a nationally representative sample. Active participation and high unemployment continue to characterize the youth labor market. There was increased emphasis on training in government employment and training programs from 1979 to 1980, although client characteristics did not change. Minorities and the poor receive fewer educational resources and are less likely to complete high school. Criminal and disruptive behavior are widespread, including more than half of the youth. Data on crime and delinquency indicate that enrollment status has a more consistent relationship with both delinquent behavior and involvement with social control systems than do race and proverty.

Keywords: **Youths, Employment,** Attitudes, Unemployment, Earnings, Education, Females, Males, Minority groups, Schools, Vocational guidance.

PB82-197328/XCB PC **A09**/MF **A01**

DL-82-39-72-21
Determinants of Reservation Wages: An Empirical Specification,
Ohio State Univ., Columbus. Center for Human Resource Research.
C. Kim. Dec 81, 32p DLETA-CHRR-82-09

Under the assumption that the wage distribution is sufficiently characterized by the first and second moment, this paper develops an empirically tractable model where the above two pieces of information regarding the wage offer distribution play key roles in explaining the formation of reservation wages. This study demonstrates that the variance of the wage distribution, as a measure of the probability of finding a job, plays a significant role in explaining the formation of the reservation wages among the unemployed. The study also indicates that the reservation wages are linearly related with the mean expected wages, and the elasticities are less than unity. The universe of the study includes white and black non-enrolled unemployed males from the 1979 NLS Youth Cohort.

Keywords: **Salaries, Surveys,** Statistical analysis, Employment, Minority groups, Negroes, Unemployment, Males, Youths.

PB82-221805/XCB PC **A03**/MF **A01**

DL-82-39-72-21
Distribution and Correlates of Unemployment Over a Decade: Variations by Sex, Race, and Age. Rept. for 1966-78,
Ohio State Univ., Columbus. Center for Human Resource Research.
H. S. Parnes. Jan 82, 83p DLETA-CHRR-82-06

An analysis of the unemployment experience during a recent 10-year period of four subsets of the U.S. labor force (men who at the end of the decade were 26-34 and 55-69 and women who were 26-34 and 40-54) indicates that large proportions of individuals with labor force experience are subject to some unemployment over a 10-year period. The incidence of unemployment is highest among the young women and lowest among the older group of men; however, the average cumulative duration of unemployment is highest among the older men. Other factors controlled, there is a highly significant racial difference, unfavorable to blacks, in the incidence and duration of unemployment. The consequences of unemployment are not only the lost earnings attributable directly to periods of idleness, but also long-term reductions in earning capacity.

Keywords: **Unemployment, Surveys,** Males, Females, Minority groups, Negroes, Earnings, Sex, Labor force, Race.

PB82-221813/XCB PC **A05**/MF **A01**

DL-82-39-72-21
Sex and Race Differentials in the Economic Consequences of Poor Health. Rept. for 1976-77,
Ohio State Univ., Columbus. Center for Human Resource Research.
T. N. Chirikos, and G. Nestel. 1982, 67p DLETA-CHRR-82-07

The paper draws on data collected in the National Longitudinal Surveys of Labor Market Experience of Men and Women to investigate the relationship between health and labor force status. Only limited analysis has been heretofore carried out on the differing economic consequences of the same health problem on different subgroups of individuals. The principal objective of this study is to make such comparisons by computing earnings losses stemming from the impact of poor health on hours worked and wage rates of white and black men and women.

Keywords: **Employment, Health status,** Surveys, Males, Females, Earnings, Statistical analysis, Minority groups, Negroes.

PB82-221821/XCB PC **A04**/MF **A01**

DL-82-39-72-21
Inflation and the Retirement Decision: Recent Evidence from the National Longitudinal Surveys. Rept. for 1966-1978,
Ohio State Univ., Columbus. Center for Human Resource Research.
H. S. Parnes. May 81, 19p DLETA-CHRR-82-08

The persistent trend toward earlier retirement, together with prospective increases in the proportion of older persons in the population, poses financial problems for the social security system and has generated fears that society will be unable or unwilling to bear the increasing burden of adult dependency that these trends imply. Using data from the NLS, it was found that the trend toward earlier retirement continued. Though aware of the impact of inflation, few men expressed an interest in postretirement jobs.

Keywords: **Retirement, Males,** Attitudes, Employment, Statistical analysis, Income, Decision making.

PB82-224189/XCB PC **A02**/MF **A01**

DL-82-39-72-21
Industrial Feudalism Reconsidered: The Effects of Unionization on Labor Mobility. Rept. for 1971-73,
Ohio State Univ., Columbus. Center for Human Resource Research.
R. D'Amico. Jul 81, 40p DLETA-CHRR-82-04

In recent years, sociologists have displayed increasing attention to investigating the ways in which institutional or organizational features of the labor market constrain workers' mobility patterns throughout the economy. Notable within this corpus of research by virtue of their glaring omission are analyses of the role of trade unions in this regard. This paper attempts to fill this gap by investigating union effects on patterns of job mobility. It finds that union effects vary by type of union and by type of job change, with industrial unions promoting the incidence of intra-firm occupation changes and craft unions decreasing the incidence of inter-occupation moves.

Keywords: **Labor unions, Mobility,** Males, Surveys, Statistical analysis, Employment.

PB82-224445/XCB PC **A03**/MF **A01**

DL-82-39-72-21
Patterns of Labor Mobility in a Dual Economy: The Case of Semi-Skilled and Unskilled Workers. Rept. for 1966-76.
Ohio State Univ., Columbus. Center for Human Resource Research.
R. D'Amico, and T. Brown. Oct 81, 45p DLETA-CHRR-82-03

The focus of recent stratification research demonstrates increasing recognition of the structured nature of social inequality. Among the forms these efforts have taken has been the development of a number of models drawing attention to the importance of various labor market decisions of cleavages. The crucial role which restricted labor mobility must play in maintaining these cleavages, while largely untested, has long been recognized. Analysis of the patterns of job sequencing can be used to draw important inferences regarding the existence and character of labor market structures. From this premise, job transition data are used to test a number of propositions derived from dual economy theory, relating to the extent of intersectoral moves and the patterns of inter-sectoral and intra-sectoral moves.

Keywords: **Employment, Unskilled workers,** Males, Mobility, Statistical analysis, Surveys.

PB82-225129/XCB PC **A03**/MF **A01**

DL-82-39-72-21
Pathways to the Future. Volume II: A Final Report on the National Longitudinal Survey of Youth Labor Market Experience in 1980. Rept. for 1979-80,
Ohio State Univ., Worthington. Center for Human Resource Research.
M. E. Borus, S. A. Carpenter, J. E. Crowley, T. Daymont, and C. Kim. Feb 82, 403p DLETA-CHRR-82-02

This is the final report on the 1980 data from the National Longitudinal Surveys of Youth derived from interviews with 12,141 young people, age 15-23, a nationally representative sample. Topics examined include the variables affecting the employment prospects of unemployed youth; the changes in employment patterns of black and white young men in the decade of the 1970s; the changing patterns in wage and reservation wage differentials for black and white young men during the 1970s; the variables affecting the decision to drop out of school without finishing the 12th grade, the decision to return to school after having dropped out, and the decision to go directly to college after completing the 12th grade; the effects of high school curriculum on labor market success; and the relationship between deliquency and employment status.

Keywords: **Youths, Employment, Unemployment,** Characteristics, Earnings, Education, Females, Males, Minority groups, Students, Statistical analysis, Surveys, Negroes, Schools.

See also Volume 1, PB82-101734.

PB83-103184/XCB PC **A18**/MF **A01**

DL-82-39-72-21
Effects of Age, Length of Work Interruption and State of the Economy on the Reentry Wages of Women. Rept. for 1967-79,
Ohio State Univ., Columbus. Center for Human Resource Research.
L. B. Shaw. Sep 82, 29p DLETA-CHRR-82-11

The study uses data from the National Longitudinal Surveys of Work Experience of Mature Women to examine changes in the wages of women who left and reentered the labor force between 1967 and 1979. Age at the time of reentry had no effect on the reentry wage, but the unemployment rate had a significant negative effect. The length of the work interruption showed a smaller impact on the wage than that found in previous research. Failure to take into account the amount of work experience that had been accumulated in the period after the reentry up until the point when the new wage was observed may have led to biased estimates of the effects of work interruptions on wages in past research.

Keywords: **Employment, Females,** Salaries, Age, Characteristics, Earnings, Surveys, National Longitudinal Surveys.

PB83-144451/XCB PC **A03**/MF **A01**

DL-82-39-72-21
Retirement Plans of Middle-Aged Married Women,
Ohio State Univ., Worthington. Center for Human Resource Research.
L. B. Shaw. Sep 82, 25p DLETA-CHRR-82-12

This analysis uses data from the National Longitudinal Surveys of Work Experience of Mature Women. The sample includes 800 married women who were 45 to 56 years of age in 1979. The majority of these women do not plan to retire at the same time as their husbands. Although husbands' plans for retirement have some impact on the age at which women plan to retire, women's retirement plans are more strongly influenced by their own pension eligibility.

Keywords: **Employment, Females,** Surveys, Retirement, Pensions, Planning, National Longitudinal Surveys.

PB83-146886/XCB PC **A02**/MF **A01**

DL-82-39-72-21
Longitudinal Analysis of the Monetary Benefits to Training for Craftsmen. Rept. for 1966-76,
Ohio State Univ., Columbus. Center for Human Resource Research.
S. M. Hills. Jul 82, 31p DLETA-CHRR-82-10

Using data collected in the National Longitudinal Surveys of Work Experience, this paper looks at 1,390 white and black men who were ages 24-34 in 1976. All had worked as skilled craftsmen at some time since leaving school. The greatest wage benefits were found to be associated with a combination of types of training. The only single method of training which was shown to produce a strong and significant effect on subsequent wages was company training.

Keywords: **Specialized training, Employment,** Skilled workers, Males, Negroes, Craftsmen, Apprenticeship, Earnings, National Longitudinal Surveys.

PB83-148460/XCB PC **A03**/MF **A01**

DL-82-39-72-21
Trends in the Employment of Young Women: Evidence from the National Longitudinal Survey. Rept. for 1968-78,
Ohio State Univ., Worthington. Center for Human Resource Research.
F. L. Mott, and D. Shapiro. Nov 82, 52p DLETA-CHRR-83-04

This paper uses data collected by the 1968-1978 National Longitudinal Surveys of Labor Market Experience. Recent increases in the work participation of young adult women reflect the greater likelihood of women with children to be employed, particularly women who are better-educated. While young mothers are not so likely to be working as women without children, the employment gap between the two groups is rapidly narrowing.

Keywords: **Employment, Females, Personnel development, Employment trends, Young women,** Surveys, Social welfare, Work measurement, Earnings, Negroes, Sociopsychological surveys, Sociology, Labor relations, Education, Statistical analysis, Work participation, National Longitudinal surveys.

PB83-186379/XCB PC **A04**/MF **A01**

DL-82-39-72-21
Routes to Higher Wages and Status: An Analysis of Career Mobility among Women Workers. Rept. for 1967-77,
Ohio State Univ., Worthington. Center for Human Resource Research.
J. C. Latack, and L. B. Shaw. Mar 83, 37p* DLETA-CHRR-83-07

The paper examines women's mobility patterns and associated changes in wages and occupational status over a ten-year period. Mobility has different effects on the wages and occupational status of different groups of women. Intrafirm occupational changes lead to higher status jobs and average or above average wage gains for most groups. Intrafirm moves are also the best route to achieving higher wages for older women in sales and service jobs. Avoiding excessive amounts of simultaneous employer and occupational job changing is also important for improving wages for most groups. Older black women are an exception, however. Because they were initially concentrated in low-wage jobs, the most mobile were apparently able to improve their positions substantially. Thus, one pattern of mobility is not consistently superior to another as a route to higher wages and status, and different age, race and occupational groups need to follow different strategies to achieve success.

Keywords: **Employment, Mobility, Females,** Salaries, Negroes, Earnings, Statistical analysis, Labor market.

PB83-190058/XCB PC **A03**/MF **A01**

DL-82-39-72-21
Economic Aspects of Self-Reported Work Disability, Rept. for 1976-77,
Ohio State Univ., Worthington. Center for Human Resource Research.
T. N. Chirikos, and G. Nestel. Jan 83, 36p DLETA-CHRR-83-03

This paper examines the determinants of self-reported work disability in samples of older men and women stratified by race. Strong support is found for the hypothesis that economic factors as well as poor health influence the probability individuals report their health limits the amount or kind of work they do. In particular, lower expected rates significantly raise the probability of reporting work disablement, controlling for health status and health-related job requirements. The implications of these findings on estimating health and wage effects in labor supply studies are examined. Policy implications are also discussed.

Keywords: **Economics, Personnel, Economic factors,** Earnings, Salaries, Employment, Labor relations, Health, Females, Males, Negroes, Statistical analysis, Work disability, National Longitudinal surveys.

PB83-190074/XCB PC **A03**/MF **A01**

DL-82-39-72-21
Attitude Consistency among American Youth,
Ohio State Univ., Worthington. Center for Human Resource Research.
F. L. Mott, and S. H. Mott. Jun 82, 46p DLETA-CHRR-83-02

This study uses data for a representative sample of about 12,000 American youth, who were 14 to 21 years of age in 1979, to examine the extent of congruence between the attitudes of young men and women about the appropriate roles for women and their own fertility expectations. The study hypothesizes that women, whites, older youth, and youth expecting to complete higher education should show greater independent associations between their women's role attitudes and their fertility expectations. The results support these hypotheses, and the verified hypotheses are consistent with the notions that: (1) youth for whom attitudes toward women's roles and fertility expectations have more direct relevance, particularly in the short run, exhibit greater congruence between their values and expectations, and (2) youth who are less assimilated into the socioeconomic mainstream exhibit less congruence between their values and expectations.

Keywords: **Attitudes, Attitude surveys, Youths,** Psychology, Social psychology, Education, Educational psychology, Employment, Females, Males, Negroes, American youth, National Longitudinal Surveys of Youth.

PB83-190082/XCB PC **A03**/MF **A01**

DL-82-39-72-21
Welfare Incidence and Welfare Dependency among American Women: A Longitudinal Examination. Rept. for 1968-80,
Ohio State Univ., Worthington. Center for Human Resource Research.
F. L. Mott. Feb 83, 65p DLETA-CHRR-82-01

This research uses data from the 1968 to 1980 National Longitudinal Surveys of Labor Market Experience to measure the incidence and intensity of welfare attachment among young women. In addition to examining the propensity to repeatedly receive welfare, both within and across generations, the research examines variations in short and longer term welfare receipt by race, family status and socioeconomic background. The results indicate that while relatively large proportions of women require welfare assistance at some time, a relatively small proportion of women accounts for a large part of the welfare case load. Family and employment considerations both are important predictors of longer term welfare attachment for both black and white women.

Keywords: **Social welfare, Employment, Sociopsychological surveys,** Socioeconomic status, Females, Negroes, American women, National longitudinal surveys.

PB83-190090/XCB PC **A04**/MF **A01**

DL-82-39-72-21
From Work to Retirement: The Experience of a National Sample of Men. Rept. for 1966-80,
Ohio State Univ., Worthington. Center for Human Resource Research.
H. S. Parnes, and L. Less. Feb 83, 148p* DLETA-CHRR-83-08

Based upon 1966-1980 data from the National Longitudinal Surveys of the Labor Market Experience of Men, this monograph (1) explores the effect of alternative definitions of retirement on the numbers and characteristics of retirees; (2) examines economic aspects of life after retirement, including the extent and character of post-retirement labor market activity and the level and sources of post-retirement income; and (3) analyzes several social-psychological facets of retirement, including post-retirement leisure activities, the determinants of psychological well-being of retirees, and the impact of retirement on level of life satisfaction.

Keywords: **Retirement, Males,** Employment, Attitude surveys, Income, Recreation, Quality of life, Negroes, Labor market, National Longitudinal Surveys.

PB83-190819/XCB PC **A07**/MF **A01**

DL-82-39-72-21
Pathways to the Future: A Longitudinal Study of Young Americans. Preliminary Report on the 1981 Survey,
Ohio State Univ., Worthington. Center for Human Resource Research.
M. E. Borus. Nov 82, 118p DLETA-CHRR-83-05

This is a preliminary report based on the 1981 interview of the National Longitudinal Surveys of Labor Market Experience of Youth, a nationally representative sample of 11,340 young men and women, ages 16 to 24. Topics examined include an overview of the characteristics of the civilian youth population; employment status of youth by sex, race, age and health status; the differences between males and females in growth in earnings between the first job and the job held in 1981; changes in government employment and training programs from FY 1979 to FY 1980; and the ways in which adolescents spend their time.

Keywords: **Youths, Employment,** Attitudes, Unemployment, Characteristics, Earnings, Education, Females, Males, Minority groups, Schools, Specialized training, Vocational guidance.

See also PB82-197328.

PB83-192641/XCB PC **A06**/MF **A01**

DL-82-39-72-21
Pathways to the Future. Volume III. A Final Report on the National Longitudinal Surveys of Youth Labor Market Experience in 1981. Rept. for 1979-81,
Ohio State Univ., Worthington. Center for Human Resource Research.
M. E. Borus. Feb 83, 304p DLETA-CHRR-83-06

The report is based on data from the 1979, 1980 and 1981 interviews of the National Longitudinal Surveys of Youth Labor Market Experience. Four analytical chapters comprise the volume. Characteristics which increase job satisfaction among youth are discussed and compared with those of slightly older men and women. The relationship between crime and employment is examined, using a model that combines economic and sociological approaches. There is also an investigation of the effects of two determinants of educational aspirations and delinquent behavior: high school students' participation in their school's informal social system and their expression of positive feelings toward their schools. The final chapter compares the quality of education in public versus private schools.

Keywords: **Youths, Employment, Unemployment,** Characteristics, Earnings, Education, Females, Males, Minority groups, Negroes, Students, Statistical analysis, Surveys, Schools, Job satisfaction, Juvenile delinquency, National Longitudinal Surveys of Youth Labor Market Experience.

See also Volume 2, PB83-103184.

PB83-192658/XCB PC **A14**/MF **A01**

DL-82-39-72-21
Hispanic Youth in the Labor Market. Special rept. 1979-80,
Ohio State Univ., Worthington. Center for Human Resource Research.
R. Santos. Jul 83, 194p DLETA/CHRR-83-16

Using data from the 1979 and 1980 interviews of the National Longitudinal Survey of Youth (NLS), this study examines the labor market experiences of Hispanic youth. Subjects selected for analysis include employment and unemployment, job search methods, types of occupation, job satisfaction, government sponsored employment and training, attitudes toward work and military service, reported illegal activities, and employment opportunities. Comparisons are made with blacks and whites who were also included in this sample of young men and women aged 14 to 21 in 1979.

Keywords: **Ethnic groups, Employment,** Attitudes, Earnings, Education, Females, Males, Statistical analysis, Unemployment, Minority groups, Labor market, Spanish speaking Americans.

PB84-180736/XCB PC **A09**/MF **A01**

DL-82-39-72-21
Retirement Among American Men. Rept. for 1966-81,
Ohio State Univ., Worthington. Center for Human Resource Research.
H. S. Parnes, J. E. Crowley, R. J. Haurin, L. J. Less, and W. R. Morgan. Mar 84, 394p DLETA-CHRR-84-02

Fifteen years of data from a nationally-representative sample of men age 45-59 in 1966 show that by 1981 most had retired. One-third of all retirements and almost half of those by black men were caused by poor health; fewer than 5 percent of retirees were forced from their jobs by mandatory plans; about 10 percent left the labor force in discouragement due to labor market adversity. Most retirements, however, are voluntary, and most take place before age 65. Trends in mortality differentials show that general improvements in health and medical care have benefited all groups, especially the chronically-ill. The data highlight the trend toward early retirement in the 1960s and 1970s and show that only 30 percent of retirements actually took place at the age men expected when asked at age 59. Economic well-being, leisure activities and social interactions, psychological and physical well-being are examined. The experience of the minority who continue to work beyond the normal retirement age is also analyzed.

Keywords: **Retirement, Males,** Charts, Statistical data, Surveys, Economic condition, Statistical sample.

PB85-151033/XCB PC **A17**/MF **A01**

DL-82-39-72-21
Effects of Education and Occupational Training on the Wages of Mature Women. Rept. for 1967-81,
Ohio State Univ., Worthington. Center for Human Resource Research.
L. B. Shaw. Aug 83, 33p DLETA-CHRR-83-13

This paper uses data from the National Longitudinal Surveys of Labor Market Experience of Mature Women to determine which kinds of job training are beneficial for midlife women and which women receive these kinds of training. On-the-job training, college education, and other occupational training undertaken by workers are considered. Both on-the-job training and college attendance were found to pay off in higher wages. For women who had not attended college, professional or managerial training taken in settings other than on the job or regular college was also beneficial. Clerical training did not produce higher wages for any group. Other kinds of training such as practical nursing increased the wages of noncollege women. These findings indicate that various kinds of education and training programs are beneficial for middle-aged women, but a woman's previous background is important in determining the kind of program to pursue. On-the-job training is valuable for all groups; other kinds of education and training not only increase wages directly but also increase the probability that women will receive on-the-job training.

Keywords: **Education, Employment, Females, On job training,** Surveys, Specialized training, Statistical samples.

PB85-154557/XCB PC **A03**/MF **A01**

DL-82-39-72-21
Sibling Influences on the Career Plans of Male and Female Youth. Rept. for 1979,
Ohio State Univ., Worthington. Center for Human Resource Research.
W. R. Morgan. Nov 83, 55p DLETA-CHRR-83-20

Using as a starting point Olneck's 1977 finding that the adult earnings of brothers are more similar than their common origin status would lead us to expect, this report analyzes the effects of siblings on career aspirations. Data from 5715 respondents who form 2419 sibling groups of two, three, or four are used to see how their self-reported career aspirations influenced each other from 1979 to 1982. The principal finding is that brothers, and brothers only, reinforce one another's occupational aspirations during the critical years of occupational identity formation when youth are beginning to make the transition to full-time employment. The apparent absence of a similar socialization mechanism between sisters may be one further hidden barrier to the career development of females.

Keywords: **Males, Females, Career, Occupations, Siblings comparisons, Career development,** Surveys, Statistical samples.

PB85-154565/XCB PC **A04**/MF **A01**

DL-82-39-72-21
Pathways to the Future. Volume 4: A Report on the National Longitudinal Surveys of Youth Labor Market Experience in 1982. Rept. for 1979-82,
Ohio State Univ., Worthington. Center for Human Resource Research.
P. Baker, S. Carpenter, J. E. Crowley, R. D'Amico, and C. Kim. Apr 84, 291p DLETA-CHRR-84-01

The fourth wave of data from the youth cohort of the National Longitudinal Surveys is analyzed. The nature and consequences of high school employment, the effectiveness of job search and job finding methods among young people, the relationship of race to employment and to educational attainment, the long-term effects of participation in government-sponsored employment and training programs, and the determinants and consequences of dropping out of high school in an overeducated society are investigated. A longitudinal study of reservation wages, duration of job search, and subsequent wages is presented, based on an empirical econometric analysis.

Keywords: **Youth, Employment, Unemployment, Labor market,** Earnings, Minority groups, Students, Surveys, Schools, Statistical data, Characteristics.

See also PB83-103184.

PB85-155133/XCB PC **A13**/MF **A01**

DL-82-39-72-21
Wage Growth Rates of Young Men: A Longitudinal Analysis. Rept. for 1969-78,
Ohio State Univ., Worthington. Center for Human Resource Research.
C. Kim, and J. L. Jackson. Apr 83, 36p* DLETA-CHRR-83-09

This study investigates the determinants of individual wage growth, focusing on the dynamic nature of wage growth. The data come from the Young Men's cohort of the National Longitudinal Surveys of Labor Market Experience (1969-1978). The analysis reveals that for whites the major determinants of wage growth are, in descending order of importance, the level of initial wage, educational attainment, union participation, and the receipt of the company, military, and/or school training. Among blacks, the important factors are the level of initial wage, union participation, educational attainment, and change in labor force size. The study also compares the determinants of wage growth between white and black males. Decomposition analysis shows that the prediction of higher wage growth for whites than for blacks is primarily attributable to a significantly higher initial wage for whites than for blacks. It also suggests that, had they been treated the same as whites, their wage growth would have been about 5 percent higher than it actually was.

Keywords: **Salaries, Males, Education, Employment,** Economic analysis, Surveys, Unionization, Labor force.

PB85-157899/XCB PC **A03**/MF **A01**

DL-82-39-72-21
Distribution and Determinants of Individual Wage Profile Slopes. Rept. for 1966-78,
Ohio State Univ., Worthington. Center for Human Resource Research.
A. M. Diamond. Jun 83, 45p DLETA-CHRR-83-11

Individual wage profile slopes have been estimated for the first time using 5-10 (not necessarily consecutive) years of wage observations for 1,577 young men from the National Longitudinal Surveys of Labor Market Experience. The distribution of wage slopes centers around a mean annual percentage increase in real wages of 4 percent. The apparent unimodality of the distribution of the slopes as well as the preponderance of positive slopes even for high school dropouts may constitute additional evidence against the dual labor markets theory. The determinants of the slopes were learned by regressing the slopes on human capital variables and on other control variables. Wage slopes increase with education, years of marriage, and years of additional experience. Wage slopes decrease with age in year one, the wage in the first year, the years of experience in the first year and the number of observations used in calculating the slope. Also, whites had higher slopes than blacks.

Keywords: **Salaries, Males, Statistical analysis,** Surveys, Employment, Economic analysis.

PB85-157923/XCB PC **A03**/MF **A01**

DL-82-39-72-21
Empirical Study of the Timing and Spacing of Childbearing. Rept. for 1968-78,
Ohio State Univ., Worthington. Center for Human Resource Research.
E. M. Falaris. Jul 83, 30p DLETA-CHRR-83-10

Data from the young women's cohort of the National Longitudinal Surveys of Labor Market Experience are used to study the role of economic forces on the timing and spacing of births. An empirical model of the timing and spacing of childbearing is estimated and evidence is presented that economic factors significantly influence these aspects of fertility. The main results with respect to economic explanatory variables are that an upward shift in a woman's wage profile results in a tendency to postpone childbearing and an opposing tendency for closer spacing. An upward shift in her husband's earnings profile results in earlier timing of births.

Keywords: **Salaries, Females, Economic conditions, Birth,** Employment, Surveys.

PB85-157931/XCB PC **A03**/MF **A01**

DL-82-39-72-21
Does Working Part Time Contribute to Women's Occupational Segregation. Rept. for 1968-80,
Ohio State Univ., Worthington. Center for Human Resource Research.
L. B. Shaw. 1983, 37p DLETA-CHRR-83-12

Over the 1968-1980 period there was a net inflow of young women into atypical occupations. Among women who were 26-36 years of age in 1980, those without children were nearly twice as likely to work in atypical occupations as were women with preschool children. Even among women with similar family responsibilities, those who held jobs in atypical occupations were somewhat less likely to work part-time than were those in traditional female jobs. An analysis of the interactions between part-time and atypical employment revealed that women who had a higher propensity to work part-time were less likely to work in atypical occupations, and conversely that those who were more likely to work in atypical occupations were less likely to work part-time. Good job prospects in atypical occupations may be necessary conditions for further occupational desegregation.

Keywords: **Employment, Females, Economic analysis,** Charts, Statistical data.

Presented at the annual meeting of the Midwest Economics Association, St. Louis, MO, April 1983.

PB85-158129/XCB PC **A03**/MF **A01**

DL-82-39-72-21
Promotion Prospects, Job Search and the Quit Behavior of Employed Youth. Rept. for 1979-81,
Ohio State Univ., Columbus. Center for Human Resource Research.
W. H. Cho. Sep 83, 74p* DLETA-CHRR-83-14

Data from the National Longitudinal Surveys of Labor Market Experience 1979, 1980 and 1981 youth surveys and the Quality of Employment Survey 1972/73-1977 are used to test a model of the determinants of job search and quit behavior of employed youth. Results show a negative relationship between on-the-job search and quit and the probability of promotion within the firm. Promotion probability was found to be determined by the worker's accumulated learning in the current job and the firm's provision of learning through high quality 'teaching, instruction and supervision.' The findings suggest that wage rate alone may be a misleading indicator of the desirability of a job, and that accepting a job offer and/or discovering the attributes of the current job does not necessarily mean that a worker must commit to a long spell of employment in that job, but may be able to progress through a hierarchy of jobs within the firm.

Keywords: **Employment, Youths, Education, Labor market,** Instructions, Salaries, Charts, Statistical sample, Behavior.

PB85-158921/XCB PC **A04**/MF **A01**

DL-82-39-72-21
Early Work Plans, Actual Work Behavior, and Wages of Young Women. Rept. for 1968-80,
Ohio State Univ., Worthington. Center for Human Resource Research.
L. B. Shaw, and D. Shapiro. Aug 83, 36p DLETA-CHRR-83-15

Data from the National Longitudinal Surveys of Labor Market Experience of Young Women were used to examine how young women's work plans affect their subsequent work experiences and earnings. Results indicate that over 80 percent of women who consistently planned to work in the early interview years were in the labor force in 1980, but about half of women who had not planned to work were also in the labor force. Women who had not planned to work appear to have changed their plans because of divorce, low earnings of their husbands, or because their own earnings potential was high. Women who had planned to work failed to realize their plans if they had large families or more children than they had expected. After controlling for education and actual work experience, wages of women who consistently planned to work were about 30 percent higher than those of women who never planned to work.

Keywords: **Salaries, Females, Education, Economic conditions, Labor force,** Surveys, Statistical sample, Charts, Graphic methods.

PB85-159093/XCB PC **A03**/MF **A01**

DL-82-39-72-21
Perceived Utility of Job Training Methods among Young Men,
Ohio State Univ., Worthington. Center for Human Resource Research.
S. M. Hills, and R. Santos. Nov 83, 38p DLETA-CHRR-83-18

The National Longitudinal Surveys respondents interviewed in 1980 reinforced the finding from the mid-1960's that on-the-job training is by far the most prevalent way of acquiring job skills. The earlier study of all labor force participants aged 22-64 found that 37 percent of those with less than three years of college reported OJT as the most helpful method of acquiring job skills. Race was an important factor throughout this study. Rates of use of training differed strongly by race and were unaffected by introducing controls for level of education and type of job held.

Keywords: **Employment, Males, Industrial training, On job training,** Apprenticeship, Statistical samples, Surveys.

PB85-159895/XCB PC **A03**/MF **A01**

DL-82-39-72-21
Changing Family Composition and the Distribution of Family Income in the United States. Rept. for 1976-80,
Ohio State Univ., Worthington. Center for Human Resource Research.
S. M. Hills, and J. E. Thompson. Nov 83, 28p DLETA-CHRR-83-19

Unlike findings from previous research based on the full age range of the population, data from the National Longitudinal Surveys revealed growing income inequality between 1976 and 1980 for the families of the baby boom generation. Part of the growth in inequality occurred within married families, but the change was not a function of the rising labor force participation of women. For blacks as well as whites, the inclusion of wives' earnings in total family income decreased income inequality. Although we do not know what contributed to rising income inequality among married couples, a strong factor in the growth of income inequality across all household units was the rising proportion of female-headed households.

Keywords: **Salaries, Females, Economic analysis, Family income,** Surveys, Households, Statistical samples, Labor force participation.

PB85-159978/XCB PC **A03**/MF **A01**

DL-82-39-72-21
Attitudes of American Male Workers Toward Union Certification,
Ohio State Univ., Worthington. Center for Human Resource Research.
S. M. Hills. Nov 83, 37p DLETA-CHRR-83-17

Using as its data base the National Longitudinal Surveys cohort of young men, this study found striking differences in attitudes toward certification appear between the union and nonunion sectors of the U.S. workforce. In addition, strongly persistent attitudes are observed across industries and by race within the nonunion sector. Four job characteristics (autonomy, security, pay adequacy, and the degree of danger associated with the work) were significantly related to positive attitudes toward certification. Forces other than job characteristics or economic environment must lie behind the conversion to pro-certification attitudes. Likely candidates are the relative power of individual actors in the industrial relations system, the legal provisions which help to establish power relationships, and the character of management structure in specific industries.

Keywords: **Males, Attitudes, Employment,** Unionization, Industrial relations, Labor union.

PB85-160018/XCB PC **A03**/MF **A01**

DL-82-39-72-21
Attrition and the National Longitudinal Surveys of Labor Market Experience: Avoidance, Control and Correction. Rept. for 1966-81,
Ohio State Univ., Columbus. Center for Human Resource Research.
P. Rhoton. Feb 84, 21p DLETA-CHRR-84-03

The NLS cohorts of older men, mature women, young women, and young men have been interviewed since the 1960's by the Bureau of the Census; the National Opinion Research Center (NORC) conducts interviews with the NLS youth cohort that was begun in 1979. Several attrition problems have been identified and solved based on this extensive experience with interviewing the same individuals over a long period. Over five years, NORC achieved a better than 95 percent retention rate with the youth cohort. Because the young men's cohort begun in 1966 had the highest attrition rate (largely due to the Viet Nam War), a special effort was made to relocate non-respondents in this cohort in 1981, and 37 percent of a previously-lost subsample were found. A new rule guiding Census interviewers for the older 1960's cohorts is that no respondent is to be dropped unless they are known to be dead. Studies of attrition conducted in the late 1970's show that all the NLS cohorts were still nationally-representative as of that time.

Keywords: **Attrition, Males, Females,** Surveys, Statistical analysis, Evaluation, Census, Statistical sampling.

PB85-176683/XCB PC **A02**/MF **A01**

DL-82-39-72-21
Determinants of Wage Growth After Labor Market Reentry. Rept. for 1967-82,
Ohio State Univ., Columbus. Center for Human Resource Research.
L. B. Shaw. 28 Sep 84, 32p DLETA-CHRR-84-05

This report uses the NLS mature women's cohort to examine wage growth after labor market reentry among women who returned to work between 1967 and 1979. Looking at the first few years after reentry, we find evidence of above-average wage growth among women who changed employers after reentering, but little evidence of a wage rebound effect for other reentrants. This finding provides support for the hypothesis that some reentrants' wages are low because their first reentry jobs are below the level that their skills warrant. The long-run results follow a larger group of reentrants over a ten-year period. Among this group, those who worked at full-time jobs experienced a higher rate of wage growth than nonentrants. Employer changing was not a source of wage growth over this longer period. On average, nonentrants in this sample--even those who had worked full time for the entire ten years--showed little wage growth. The higher wage growth among reentrants may be due in part to their undertaking additional education and training and partly to their lower initial wages.

Keywords: **Females, Wages,** Surveys, Statistical analysis, Education, Labor market.

PB85-179257/XCB PC **A03**/MF **A01**

DL-82-39-72-21
Estimating a Structural Search Model: The Transition from School to Work. Rept. for 1979-82,
Ohio State Univ., Columbus. Center for Human Resource Research.
K. I. Wolpin. 16 Oct 84, 24p DLETA-CHRR-84-07

This paper presents a job search model that is econometrically implemented using all the restrictions that are implied by job search theory, and it provides a statistical test of those restrictions. The usefulness of this approach is that it provides a check on the internal consistency of the model as revealed by the data; i.e., one can verify the extent to which the internal logic of the theory misrepresents the data. The most interesting experiment is related to the impact of a change in the offer probability schedule on reservation wages and working probabilities. On the whole, working probabilities are not very sensitive to changes in offer probabilities, given the other parameter estimates. It would therefore be misleading to conclude that it is the rarity of offers that causes long durations of unemployment because an increase in offer probabilities alone will not reduce the duration. There exist combinations of parameters which would lead to greater sensitivity of working probabilities to offer probabilities, but evidently those combinations do not fit the data as well as the parameters estimated here.

Keywords: **Employment, Job search,** Surveys, Statistical analysis, Statistical sampling, Salaries, Schools.

PB85-179414/XCB PC **A02**/MF **A01**

DL-82-39-72-21
Pathways to the Future. Volume 5. A Report on the National Longitudinal Surveys of Youth Labor Market Experience in 1983. Rept. for 1979-83,
Ohio State Univ., Worthington. Center for Human Resource Research.
P. Baker, J. E. Crowley, R. D'Amico, E. Falaris, and W. Morgan. Jan 85, 206p DLETA-CHRR-85-01

This report described the work experience of a nationally-representative sample of 12,000 Americans who were age 14-21 when first interviewed in 1979 and who have been surveyed annually since then. Chapter One evaluates outcomes for post-school participants in government employment and training programs; special attention is given to selectivity bias. Chapter Two describes early labor market differentiation among terminal high school graduates. Chapter Three analyzes business cycle effects on college enrollment behavior. Chapter Four provides a descriptive analysis of welfare patterns among young mothers, and Chapter Five discusses the effect of demographic factors on schooling and entry Wages.

Keywords: **Youth, Labor market,** Surveys, Employment, Government employees, Students, Personnel development, Salaries, Schools, Statistical data.

See also PB85-155133.

PB85-180602/XCB PC **A10**/MF **A01**

DL-82-39-72-21
Retirement Decisions of Husbands and Wives. Rept. for 1966-81,
Ohio State Univ., Columbus. Center for Human Resource Research.
L. B. Shaw, and M. G. Gagen. 28 Sep 84, 32p DLETA-84-06

Using the NLS older men's cohort, this paper found congruent retirement statuses for husbands and wives among couples in which the wives were employed or formerly employed. Among retired couples, the majority had retired within five years of each other. When considering the influences on spouses' retirement separately, the authors found that women who would become eligible for a full pension at a later time were likely to delay their retirement. Husbands' pension eligibility increased wives' retirement, and wives' pension eligibility also increased the likelihood of retirement for husbands before age 62, but had no effect at older ages. Health affected each spouse's own retirement, but cross-effects were generally not significant. When they used a multinomial logit model to examine the factors influencing whether husbands and wives retired together or separately, they found evidence that spouses have a tendency to work or retire together, but that either spouse may retire along when their pension eligibility or health problems have opposing effects.

Keywords: **Females, Males, Retirements,** Pensions, Surveys, Statistical samples, Statistical data, Healths, Decision making, Labor force.

PB85-183127/XCB PC **A03**/MF **A01**

DL-82-39-72-21
Health Status and Work Activity of Older Men: Events-History Analyses of Selected Social Policy Issues. Rept. for 1966-81,
Ohio State Univ., Columbus. Center for Human Resource Research.
T. N. Chirikos, and G. Nestel. Mar 85, 80p DLETA-CHRR-04

The interrelationship between health status and work activity is analyzed in order to cast further light on three controversies: (1) whether the average health levels of older men have deteriorated, improved or reamined roughly constant over the past 25 years and the extent to which below-average health leads to involuntary labor force withdrawals; (2) whether health of older men who retire deteriorates as a result of retirement; (3) whether recent improvements in mortality have selectively favored individuals at higher risk of disablement and thus contributed to pre- and post-retirement health trends. The results suggest that health levels of older men have deteriorated over the past two decades, partly as a consequence of improvements in life expectancy. These health trends have contributed to the observed decline in labor force participation of the population subgroup. Little evidence is found, however, for the claim that retirement harms health status.

Keywords: **Elderly persons, Males, Retirement, Health status,** Surveys, Labor force participation.

PB85-230324/XCB PC **A05**/MF **A01**

DL-82-39-72-21
Use of Expectations Data in Micro Surveys: The Case of Retirement, Rept. for 1966-81,
Ohio State Univ., Columbus. Center for Human Resource Research.
K. I. Wolpin, and F. Gonul. Mar 85, 34p DLETA-CHRR-03

Most large-scale data sets, cross-sectional and longitudinal, contain questions concerned with expectations about future life events, among them future labor force behavior, fertility, schooling, and occupation. The aim of the paper is to ascertain whether data on retirement expectations is consistent with data on actual labor supply in the sense that both are derived from the same optimizing model. We develop a methodology for this purpose and implement it using data from the NLS of older men. We find that reported expected retirement ages are actually more accurate than expected retirement ages predicted by the labor supply model, although the correlation between them is significant. This is consistent with the idea that expectations data provide valuable information about labor supply behavior which can be exploited to improve estimates of labor supply models.

Keywords: **Retirement, Males, Elderly persons,** Expectation, Economic analysis, Economic forecasting, Labor force.

PB85-235497/XCB PC **A03**/MF **A01**

DL-82-39-72-21
Career Thresholds. Vol. 6. A Longitudinal Study of Fifteen Years of Labor Market Experience of Young Men. Rept. for 1966-81,
Ohio State Univ., Columbus. Center for Human Resource Research.
S. M. Hills, R. D'Amico, J. Golon, J. Jackson, and J. Latack. Jan 85, 204p DLETA-CHRR-85-02

Fifteen years of data collected from a nationally-representative sample of young men who were age 14-24 when first interviewed in 1966 are analyzed in this volume. Chapter One examines involuntary dislocation from jobs and shows that even for young workers age 29-39 in 1981, finding new employment can be difficult. Chapter Two compares displacement patterns in the construction, automobile, and steel industries with that in other industries; it finds several significant patterns, including that highly skilled and highly unionized workers were less mobile than others. Chapter Three examines the labor market behavior of young men as it is affected by the presence of other wage earners in the household, and finds that wife's employment cushions the effects of the male's unemployment. Chapter Four focuses on geographic mobility and finds that young men and their families respond directly to economic signals when making decisions about moving. Chapter Five discusses career trajectories, and Chapter Six the experience of men of draft-eligible age during the Vietnam conflict.

Keywords: **Employment, Males, Labor markets,** Population migration, Surveys, Unions, Economic analysis, Demant.

Sponsored by Employment and Training Administration, Washington, DC. Office of Research and Development.

PB86-140670/XCB PC **A10**/MF **A01**

DL-82-39-72-21
Dual Careers: Fifteen Year Report on the National Longitudinal Surveys Mature Women's Cohort. Volume 6. Rept. for 1967-82,
Ohio State Univ., Columbus. Center for Human Resource Research.
L. B. Shaw. Sep 85, 225p* DLETA-CHRR-85-05

Fifteen years of data from a nationally-representative sample of women who were age 30 to 44 when first interviewed in 1967 are analyzed. Chapter one describes the extent of the decreasing family responsibilities and increasing labor market involvement for these women over the fifteen-year period. Chapter two explores the employment patterns of white and black women following the birth of their first child. Chapter three examines the degree of responsibility given to women age 45 to 59 for the pay and promotion decisions of others. Chapter four describes the education the women received between 1967 and 1982 and chapter five examines the extent to which they increased their labor market involvement as a result of family disruptions or husband's unemployment or disability. Chapter six describes the factors that determine women's early withdrawl from the labor market. Chapter seven illustrates the usefulness of hazard rate models in exploring the transition from divorce to remarriage and finds a striking difference in the mean duration to remarriage between whites and non-whites. Chapter eight focuses on the retirement plans and expected pensions of white and black middle aged women.

Keywords: **Employment, Females, Labor market,** Mobility, Earnings, Attitudes, Statistical data, Surveys, Family relations, Age, Children, Job satisfaction, Negroes, Dual careers, Child care.

See also PB82-107079. Sponsored by Employment and Training Administration, Washington, DC. Office of Research and Development.

PB86-144995/XCB PC **A10**/MF **A01**

DL-82-39-72-21
Pathways to the Future. Volume 6. A Report on the National Longitudinal Surveys of Labor Market Experience of Youth in 1984. Rept. for 1979-84,
Ohio State Univ., Columbus. Center for Human Resource Research.
R. D'Amico, S. Hills, L. Lynch, W. Morgan, and G. Nestel. Jan 86, 301p DLETA-CHRR-86-03

The report describes the work experience of a nationally-representative sample of 12,000 Americans who were age 14-21 when first interviewed in 1979 and who have been surveyed annually since then. Chapter One examines welfare, education, and labor market outcomes for CETA participants and non-participants. Chapter Two aims to identify the influences on the length of time young people are unemployed. Chapter Three examines a method for determining the existence and impact of selection bias, which is known to affect outcomes of labor policy discussions depending on how the bias is corrected. Chapter four examines the long-run impact of teen-age unemployment on later labor market success. Chapter five examines variation within families in investment of resources in their children's educational and occupational attainment process. Chapter six adds evidence to other studies showing how pervasive employment is among high school youth. Chapter Seven provides information about the on-the-job training provided to young men by private employers. Chapter eight compares the post-school work experience of youth who served in the All-Volunteer Force and those who did not.

Keywords: **Youth, Labor market,** Surveys, Employment, Unemployment, Education, Social welfare, Policies, Statistical data, Vocational education, On job training.

See also PB85-180602. Sponsored by Employment and Training Administration, Washington, DC. Office of Research and Development.

PB86-198918/XCB PC **A14**/MF **A01**

DL-82-39-72-21
Contributions of Vocational Education, Training and Work Experience to the Early Career Achievements of Young Men. Doctoral thesis,
Ohio State Univ., Columbus. Center for Human Resource Research.
J. T. Grasso. Jul 75, 155p DLMA/NLS-82-39-72-21

This study of non-college-attending, male high school graduates examines the several different high school curricula--vocational, general, and college preparatory programs of study--as well as certain post-school training opportunities to uncover differences in effectiveness of the school programs--either alone or in conjunction with post-school programs--in preparing youth for careers. Based upon data from the National Longitudinal Surveys of Young Men 1966-1969, the following serve as criterion measures in a multivariate framework: (1) a general occupational information test; (2) attitudes toward adequacy of preparation; (3) participation of post-school training; (4) skill level of jobs; (5) wages; (6) measures of career potential; (7) overall job satisfaction; and (8) unemployment experience. (Portions of this document are not fully legible)

Keywords: **Schools, Youths, Males,** Vocational education, Curricula, Specialized training, Program effectiveness, Ethnic groups, Earnings, Employment, Job satisfaction, Negroes, Discrimination, Career development, Surveys, Theses.

PB-283 384/6/XCB PC **A08**/MF **A01**

DL-82-39-72-21
Is the Unemployment Rate of Women Too Low. A Direct Test of the Economic Theory of Job Search. Special rept. 1967-72,
Ohio State Univ., Columbus. Center for Human Resource Research.
S. H. Sandell. May 78, 31p DLMA-82-39-72-21

The paper provides a direct test of the economic theory of job search and examines the rationality of job search behavior of unemployed married women. It uses actual observations of unemployed women's reservation wages, the duration of their unemployment and their subsequent wage gain. A job research model is developed and then estimated using the National Longitudinal Surveys of Women. These data are well suited to test empirically a job search model because of data available on women's asking wages, work histories, personal characteristics, and economic conditions in local labor markets. The reservation wage (i.e. the wage at which she will accept a job) reflects an unemployed woman's job search strategy. Since the higher her asking wage, the longer will be the period of unemployment and the higher her post-unemployment wage, empirical estimates of the effect of changes in the asking wage on these two outcomes can be used to calculate the costs and benefits and hence the rationality of job search.

Keywords: **Females, Employment,** Unemployment, Salaries, Economic analysis, Models, Job search behavior.

PB-283 645/0/XCB PC **A03**/MF **A01**

DL-82-39-72-21
Racial Differences in Female Labor Force Participation: Trends and Implications for the Future. Special rept. 1967-72,
Ohio State Univ., Columbus. Center for Human Resource Research.
F. L. Mott. May 78, 31p DLMA-82-39-72-21-3

This research uses data from the National Longitudinal Surveys of Young and Mature Women to examine racial differences in labor force trends between 1967 and 1972. It examines the congruence in labor force participation between black and white women and concludes that the recent leveling off in black labor force rates reflects the involuntary withdrawal of large numbers of women with marginal skills from the labor force. The paper interprets this trend and includes some suggestions regarding future female labor force trends.

Keywords: **Females, Employment,** Minority groups, Labor relations, Negroes, Skilled workers, Unskilled workers, Trends, Attitudes, Earnings, Surveys, Socioeconomic status, Statistical analysis.

PB-283 670/8/XCB PC **A03**/MF **A01**

DL-82-39-72-21
Mature Women's Cohort: A Socioeconomic Overview. Special rept. 1967-72,
Ohio State Univ., Columbus. Center for Human Resource Research.
F. L. Mott. Apr 78, 50p DLMA-82-39-72-21-1

This study utilizes data from the National Longitudinal Survey of Labor Market Experience of young and mature women examine trends in labor force behavior and attitudes between 1967 and 1972. Included are seperate racial analyses of fertility, labor force employment, income, earnings and work and family attitudes for the two NLS cohorts. The study concludes that there major differences between black and white female labor force trends as in recent years black participation has been declining and white participation increasing. The black decline primarily reflects labor force withdrawal of less skilled and educated women. The black women withdrawing from the labor force do not have own attitudes significantly more negative than their black and white working counterparts.

Keywords: **Employment, Behavior, Females,** Earnings, Attitudes, Minority groups, Negroes, Trends.

PB-283 730/0/XCB PC **A03**/MF **A01**

DL-82-39-72-21
Work Expectations, Human Capital Accumulation, and the Wages of Young Women. Special rept. 1968-73,
Ohio State Univ., Columbus. Center for Human Resource Research.
S. H. Sandell, and D. Shapiro. Apr 78, 32p* DLMA-82-39-72-21-2

According to human capital theory, the profitability and receipt of (on-the-job) training are positively related to the expected duration of labor force participation over the life cycle. This paper employs the National Longitudinal Surveys (NLS) of Young Women (who are 14 to 24 years old in 1968) to estimate the impact of labor market expectations on human capital accumulation and pay. The empirical evidence supports our hypothesis that investment in general on-the-job training is considerably higher for young women with strong expected lifetime labor force attachment than that for other young women. Comparison of the actual labor force attachment of mature women with the expectations for future participation of young women indicates that young women tend to substantially underestimate their future labor force attachment.

Keywords: **Females, Earnings,** Salary administration, Economic analysis, On job training, Expectation, Surveys, Labor market.

PB-283 746/6/XCB PC **A03**/MF **A01**

DL-82-39-72-21
Economic Consequences of Marital Disruption for Women in Their Middle Years. Special rept. 1967-1972,
Ohio State Univ., Columbus. Center for Human Resource Research.
L. B. Shaw. Jun 78, 32p

This study examines the economic situation of women whose marriages ended due to divorce, separation or widowhood during their middle years. Most of these women had been married 10-20 years and had children at home when their marriages came to an end. The end of the marriage caused a marked decline in the average economic welfare of the families involved. About one quarter of white women and over half of black women were poor in the first few years following disruption. A smaller, but not inconsiderable, percentage of those who did not remarry remained poor over most of the seven years of the surveys. The majority who escaped from poverty did so primarily through their own earnings. The need for training programs for displaced homemakers is supported by these findings.

Keywords: **Females, Displacement, Earnings,** Employment, Socioeconomic status, Negroes, Government policies, Income, Unemployment, Divorce, Marital status.

PB-285 623/5/XCB PC **A03**/MF **A01**

DL-82-39-72-21
Counting Youth: A Comparison of Youth Labor Force Statistics in the Current Population Survey and the National Longitudinal Surveys. Final rept. Nov 77-Feb 78,
Ohio State Univ., Columbus. Center for Human Resource Research.

M. E. Borus, F. L. Mott, and G. Nestel. Feb 78, 29p

This study focuses on the accuracy of employment-related measures in the Current Population Survey (CPS) by comparing the CPS estimates with those of another survey--the National Longitudinal Survey of Labor Force Behavior (NLS) which included approximately 5,000 young men and 5,000 young women between the ages of 14 to 24 when the surveys began in 1966 and 1968, respectively. Since this paper is concerned with youth employment problems, the analysis is restricted to respondents between the ages of 16 and 21. Differences between the CPS and NLS estimates of survey week behavior were found. These discrepancies are in part due to differences in survey procedures. The authors believe that the lack of self response in the CPS is the most likely explanation for the differences observed.

Keywords: **Youths, Employment,** Surveys, Statistical samples, Males, Females, Unemployment, Economic surveys.

Presented at the Employment Statistics and Youth Conference Held at Los Angeles, Calif. on Feb. 11-12, 1978.

PB-285 625/0/XCB PC **A03**/MF **A01**

DL-82-39-72-21
Does Living in a Single-Parent Family Affect High School Completion for Young Women. Final rept.,
Ohio State Univ., Columbus. Center for Human Resource Research.
L. B. Shaw. Mar 79, 27p DLMA-82-39-72-21-K

The study examines the effect of living in a single-parent family on the educational attainment of young women.

Keywords: **Females, Education, Stress(Psychology), One parent family,** Parent child relations, Conflict, Emotions, Schools, Economic surveys, Statistical samples.

PB-296 147/2/XCB PC **A03**/MF **A01**

DL-82-39-72-21
Teenage Locus of Control and Adult Unemployment. Final rept.,
Ohio State Univ., Columbus. Center for Human Resource Research. State Univ. of New York at Buffalo. School of Management.
S. M. Hills, and B. E. Becker. Jan 79, 24p DLMA-82-39-72-21-I

The study examines the relationship between locus of control and subsequent unemployment experience for a national probability sample of teenagers. The results support the notion that 'external' teenagers can be expected to experience longer periods of unemployment in the future relative to 'internal' teenagers. There is also some evidence that internal-external attitudes are important measures or determinants of black-white unemployment differentials.

Keywords: **Unemployment, Youths,** Economic surveys, Statistical samples, Surveys, Minority groups, Employment, Labor market.

Prepared in cooperation with State Univ. of New York at Buffalo. School of Management.

PB-296 171/2/XCB PC **A02**/MF **A01**

DL-82-39-72-21
Comparative Study of the Duration of Unemployment of Young and Middle-Aged Men. Final rept.,
Ohio State Univ., Columbus. Center for Human Resource Research.
T. J. Carr. 1979, 130p DLMA-82-39-72-21-J

The study is an attempt to test several hypotheses concerning certain labor market phenomenon such as turnover and unemployment, using data from the national longitudinal surveys of labor market experience (NLS).

Keywords: **Males, Unemployment,** Youths, Job analysis, Employment, Salaries, Age, Insurance.

PB-296 174/6/XCB PC **A07**/MF **A01**

DL-82-39-72-21
Labor Market Consequences of Dropping Out of High School. Doctoral thesis,
Ohio State Univ., Columbus. Center for Human Resource Research.
R. H. King. Jun 78, 117p* DLMA-82-39-72-21-E

Data from the National Longitudinal Surveys of young men and young women are analyzed in a multivariate framework to ascertain the extent to which high school graduation confers labor market benefits on youth in terms of their earnings, occupational status, and unemployment experience. Dependent variables are measured in 1971 (and 1968) for young men and 1973 for young women. The universe consists of youth who have left school between 1958 and 1970 (1960 and 1972 for females). Given the diversity of dependent variables and the fact that separate analyses have been made of young men and young women of each racial group, it is perhaps not surprising that the evidence is somewhat mixed. Nevertheless, the findings point to substantial labor market benefits for all race-sex groups during the first 13 years of labor market experience.

Keywords: **Youth, Employment, Education, Dropouts,** Males, Females, Negroes, Statistical analysis, Students.

PB-296 189/4/XCB PC **A06**/MF **A01**

DL-82-39-72-21
National Longitudinal Survey Handbook. Revised Edition.
Ohio State Univ., Columbus. Center for Human Resource Research.
Jan 79, 108p DLMA-82-39-72-21-M

The report is a comprehensive guide to the National Longitudinal Surveys (NLS) of labor market experience, and is intended for use by researchers interested in using the NLS data. It is a revised version.

Keywords: **Employment, Surveys,** Statistical samples, Males, Females, Youths, Methodology, Labor force participation.

PB-296 190/2/XCB PC **A06**/MF **A01**

DL-82-39-72-21
Determinants of Service in the Armed Forces During the Vietnam ERA. Special rept. 1966-71,
Ohio State Univ., Columbus. Center for Human Resource Research.
P. M. Shields. Dec 77, 172p DLMA-82-39-72-21-D

The paper explores the military recruitment process of the Vietnam era. It looks at three questions: who served; who was drafted; and who chose to enlist. A conceptual framework is developed which takes into account sociological, institutional, geographic, and economic factors. The data in this study are based upon the National Longitudinal Surveys (NLS) of white and black young men. The age and the national representation of the sample allow an accurate representation of the population providing the military manpower during the Vietnam era. Draft pressure was the strongest prediction. Variables representing Selective Service draft classification such as health and fatherhood were significant. Surprisingly, blacks with poor health, unlike whites were drafted at rates not different from average. Regardless of race, socioeconomic status was not related to the draft or 'who serves' dependent measures. Finally, civilian earnings are significant in predicting enlistment among whites.

Keywords: **Manpower utilization, Military personnel,** Recruiting, Males, Negroes, Government policies, Age, Theses, Socioeconomic status, Volunteers.

Doctoral thesis.Portions of this document are not fully legible.

PB-296 198/5/XCB PC **A08**/MF **A01**

DL-82-39-72-21
Teenage Unemployment: Some Evidence of the Long-Run Effects on Wages. Final rept.,
Ohio State Univ., Columbus. Center for Human Resource Research. State Univ. of New York at Buffalo. School of Management.
B. E. Becker, and S. M. Hills. Feb 79, 35p DLMA-82-39-72-21-L

The purpose of the study is to fill some of the knowledge gaps in the literature concerning teenage unemployment, especially regarding the long-run effects.

Keywords: **Youths, Unemployment,** Earnings, Minority groups, Negroes, Education, Attitudes, Surveys, Labor market participation, Teenagers.

Prepared in cooperation with State Univ. of New York at Buffalo. School of Management.

PB-296 213/2/XCB PC **A03**/MF **A01**

DL-82-39-72-21
Work and Family in the School Leaving Years: A Comparison of Female High School Graduates and Dropouts. Special rept. 1968-73,
Ohio State Univ., Columbus. Center for Human Resource Research.
F. L. Mott, and L. B. Shaw. May 78, 35p DLMA-82-39-72-21-B

Using data from the National Longitudinal Survey of Young Women, this study examines the early postschool experiences of women who drop out of high school compared with graduates who do not attend college. The majority of young women who drop out of high school do so because of marriage or birth of a child. Partly because of family responsibilities, dropouts are much less likely to work than graduates in the year after leaving school. Those who do seek work have more difficulty finding jobs and receive lower wages than high school graduates. Five years after leaving school, the average economic status of dropouts is still below that of graduates as shown by higher rates of welfare dependency and lower wages when employed. Substantial differences between black and white young women were noted.

Keywords: **Youths, Females, Employment,** Marriage, Children, Earnings, Education, Minority groups, Negroes, Unemployment, Vocational guidance, Labor force participation.

PB-296 218/1/XCB PC **A03**/MF **A01**

DL-82-39-72-21
Measurement Error and Its Consequences: The Case of Annual Hours of Work. Final rept.,
Ohio State Univ., Columbus. Center for Human Resource Research.
S. H. Sandell, and P. J. Koenig. Oct 78, 30p DLMA-82-39-72-21-H

The report presents some problems associated with using the Current Population Survey of hours worked during the survey week and demonstrates that resultant measurement errors occur. It shows that a better measure of hours worked is contained in data from the National Longitudinal Surveys of labor market behavior.

Keywords: **Manpower utilization, Surveys, Working hours, Man days,** Statistical analysis, Sampling, Labor estimates, Experience, Time studies, Employment, Employment experience, Labor supply, Labor market.

PB-296 227/2/XCB PC **A03**/MF **A01**

DL-82-39-72-21
Hypothetical Labor Market Response of Black and White Women to a National program of Free Day Care Centers. Final rept.,
Ohio State Univ., Columbus. Center for Human Resource Research.
R. L. Shortlidge. Aug 77, 24p DLMA-82-39-72-21-F

The National Longitudinal Surveys of women who were 17 to 27 and 34 to 48 years of age in 1971 provide a unique opportunity to analyze the potential female labor supply response to a national program of free day care centers. Women who were out of the labor force at the time of the 1971 survey were asked about their willingness to seek employment if free day care centers were available to them. This paper focuses on the response to this question by women with children under six years of age. The data for the two age groups of women were combined after preliminary statistical analyses indicated no significant differences between them.

Keywords: **Females, Employment,** Day care centers, Children, Attitudes, Surveys, Labor force.

PB-296 230/6/XCB PC **A02**/MF **A01**

DL-82-39-72-21-G
Causes of Marital Disruption Among American Women: An Interdisciplinary Perspective. Final rept.,
Ohio State Univ., Columbus. Center for Human Resource Research.
F. L. Mott, and S. F. Moore. Sep 78, 33p

The determinants of marital disruption for a nationally representative cross-section of black and white women aged 14 to 21 in 1968 are examined, utilizing data from the National Longitudinal Surveys of labor market behavior of young women. While economic factors were found to have some importance, other social and demographic factors appeared to have a more significant independent effect on the probability of disruption.

Keywords: **Marriage, Females, Separation,** Age, Religion, Education, Urban areas, Rural areas, Income, Children, Minority groups, Divorce.

PB-296 159/7/XCB PC **A03**/MF **A01**

DL-86-0000-00
WIN II Program Evaluation - Data Tape for Public Use Data Base. Data file,
Employment and Training Administration, Washington, D.C. Office of Policy, Evaluation and Research.
M. G. Temple, and S. Brandwein. Aug 75, mag tape
DOL/DF-78/001

The data base contains WIN program experience, welfare histories and employment information for a sample of WIN participants and registrants collected during a comprehensive, longitudinal evaluation of the WIN program. The data has been merged from three sources – personal interviews and WIN/welfare records from local offices. Up to three completed questionnaires are available for each of the 6,555 respondents corresponding to one of the three waves of personal interviews. Information on the client's participation in the WIN program was recorded during the original sample selection in 1974 and the second-run site visits in 1975. The client's welfare history was coded from records at local welfare offices.

Keywords: **Data file, Social welfare, Disadvantaged groups,** Magnetic tapes, Evaluation, Vocational guidance, Specialized training, Salaries, Cost effectiveness, Surveys, Program effectiveness, Employment, Earnings, Work Incentive Program.

Source tape is in EBCDIC character set. Tapes can be prepared in most standard 7 or 9 track recording modes for one-half inch tape. Identify recording mode desired by specifying character set, track, density, and parity. Call NTIS Computer Products if you have Questions. Price includes documentation, PB-284 230.

PB-284 229/2/XCB CP **T02**

DL-86-00-0-000-79-01
RTP/Arkansas State Employment Service Demonstration Project. Final rept. 21 Apr 77-31 Dec 78,
Texas Univ. at Austin. Center for the Study of Human Resources.
P. S. Greenfield. 16 Oct 79, 61p DLETA-20-36-77-13-1

The RTP/Arkansas State Employment Service Demonstration Project was a two-year demonstration project designed to test the feasibility of applying the 'outreach strategy' within the framework of the Arkansas State Employment Service. The central issue in the 'outreach strategy' is the formation of a organization limited in staff and scope, to provide a link between the minority community and employers. The focus of the project was on developing employment and training opportunities for minority women and men in managerial, professional and technical jobs in both the private and public sectors.

Keywords: **Specialized training, Disadvantaged groups, Arkansas,** Employment, State government, Minority groups, Counseling, Ethnic groups, Vocational guidance, Placement, Salaries, Males, Females, Professional personnel, Recruiting.

PB80-101561/XCB PC **A04**/MF **A01**

DL-86-00-0-000-79-07
WIN Handbook (Third Edition). Operational manual.
Office of Work Incentive Programs, Washington, DC.
Oct 79, 445p* DOL/HEW/OWIN-80-01, HB-318

The WIN Handbook has been revised to reflect more accurately the equal partnership role of the Employment Services and Separate Administrative Unit in achieving WIN's objectives of employment and self-support. Revisions, clarifications, and additions to WIN policies and procedures have also been made throughout the Handbook.

Keywords: **Social welfare, Project management,** Instructional materials, Financing, Employment, Unemployment, Policies, Legislation, Manuals, Disadvantaged groups, Work Incentive Program.

PB80-115272/XCB PC **A19**/MF **A01**

DL-86-00-0-000-79-06
ADTECH - Impact of Administrative Technology on Acute Bed Need. Software,
National Center for Health Services Research, Hyattsville, MD.
J. B. Martin. 27 Dec 79, 1p NCHSR-81-44, NCHSR/DF-81/002

ADTECH-Impact of Administrative Technology on Acute Bed Needs Magnetic tape containing the computer source code (written in PL/1) used on NCHSR Grant No. 1 RO3 HSO3518-01 'Impact of Administrative Technology on Acute Bed Need'. Included are the main simulation program used to assess the impact of admission scheduling systems, outpatient surgery programs, and preadmission testing programs on a hospital's bed complement as well as five utility subroutines...Software Description: The program is written in the PL/1 program language for implementation on a AMDAHL 470/V7 (IBM 370 Compatible) computer using the Michigan Terminal System (MTS) operating system. 80K bytes of core storage are required to operate the model.

Keywords: **Software, Compute programming, Bed needs, Administration, Health care requirements,** Utility routines, Computer programs, Magnetic tapes, Health resources, PL/1 programming language, Amdahl-470/V7 computers, IBM-370 computers.

Source tape is in EBCDIC character set. Tapes can be prepared in most standard 7 or 9 track recording modes for one-half inch tape. Identify recording mode desired by specifying character set, track, density, and parity. Call NTIS Computer Products if you have questions. Price includes documentation, PB-160509, PB81-160517, PB81-160525, PB81-160533, PB81-160541, and PB81-160558.

PB81-160491/XCB CP **T05**

DL-86-00-0-000-79-05
Evaluation of Current and Alternative Methods of Determining Exhaustion Ratios. Unemployment insurance occasional paper,
Employment and Training Administration, Washington, DC. Unemployment Insurance Service.
C. A. Sperber. 1979, 39p OP-79-4

The purposes of this study are to evaluate current and alternative methods of determining exhaustion ratios under the regular unemployment insurance (UI) program and to try to develop methods for determining these ratios for the extended and emergency benefit programs.

Keywords: **Ratios, Unemployment insurance, Benefits,** Payment, Economic conditions.

PB83-148866/XCB PC **A03**/MF **A01**

DL-86-00-0-000-79-04
Unemployment Compensation in Varying Phases of Joblessness. Unemployment insurance occasional paper,
Employment and Training Administration, Washington, DC. Unemployment Insurance Service.
M. Ishikawa. 1979, 42p DLETA/UIS-79/15

This paper discusses the role of unemployment insurance in society's overall effort to provide people with income security. The unique goal of unemployment insurance is indicated as distinct from that of welfare programs. The course of unemployment is traced with respect to beneficiaries' prospects for reemployment and their concomitant standard of living. The consequent transformation of the UI goal of helping to maintain the beneficiaries' standard of living is discussed. A gradual merging of UI type and welfare type income maintenance goals takes place, with implications for the financing scheme of unemployment benefits for the long-term unemployed. The author advocates conceptual distinction of unemployment insurance per se, applicable to the initial phase of joblessness, from unemployment compensation, applicable to long-term unemployment. This paper emphasizes the fundamental importance of job security for all able workers as a means of achieving their income maintenance, with a direct payment approach such as through unemployment insurance programs only as a last resort to attain income security.

Keywords: **Unemployment, Insurance,** Income, Security, Policies, Labor market.

PB83-150581/XCB PC **A03**/MF **A01**

DL-86-00-0-000-79-03
Impact of Unemployment Insurance Benefits on Local Economies - Tucson. Unemployment insurance occasional paper (Final),
Employment and Training Administration, Washington, DC. Unemployment Insurance Service.
A. T. Denzau, R. L. Oaxaca, and C. A. Taylor. 1979,
83p DLETA/UIS-79/2

An econometric model of the Tucson Arizona SMSA was used to simulate the effects of Unemployment Insurance (UI) benefit payments on a local economy. The period covered in this study was 1975-76. The impact of UI was estimated by comparing predictions of selected measures of local economic activities when UI benefits were set equal to their historical values, with predictions made with UI benefits set equal to zero. Economic measures include local sales, employment, unemployment, unemployment rate, sales tax revenues, population, and disposable personal income.

Keywords: **Economic Impact, Urban areas, Unemployment Insurance, Tucson(Arizona),** Economic models, Sales, Employment, Unemployment, Arizona, Taxes, Population(Statistics).

PB83-169912/XCB PC **A05**/MF **A01**

DL-86-00-0-000-79-02
Financing America's Unemployment Compensation Program. Technical staff paper 4,
Employment and Training Administration, Washington, DC. Unemployment Insurance Service.
D. L. Dielenbach. 1979, 104p DLETA/UIS-79/8

The purpose of this study is to review the benefit financing problem in the American unemployment insurance system, to identify major taxation issues, to enumerate policy options and to offer specific recommendations appropriate to the times and to the American traditions in financing this social insurance program. The study is intended to assist program analysts and policymakers in evaluating taxation policy issues and developing reform legislation.

Keywords: **Unemployment, Insurance,** Taxes, Revenue, Policies, Financing, Legislation.

PB83-181883/XCB PC **A06**/MF **A01**

DL-86-00-00-02
Job Bank Frequently Listed Openings (JOB-FLO) District Summary, Region 4 (North Carolina, South Carolina, Georgia, Florida). Monthly repts.
Employment Service, Washington, DC. Office of Technical Support.
1978, 12 issues*

This summary presents frequently listed full-time, permanent job openings that were available at public job service offices during January, 1978.

Keywords: **Employment, Openings,** Statistical data, Professional personnel, Skilled workers, Unskilled workers, Placement, Salaries.

Paper copy available on subscription, North American Continent price $65.00/year; all others write for quote.

NTISUB/E/266/XCB Subscription

DL-86-00-00-03
Job Bank Frequently Listed Openings (JOB-FLO) District Summary, Region 5 (Kentucky, Tennessee, Mississippi, Alabama). Monthly repts.
Employment Service, Washington, DC. Office of Technical Support.
1978, 12 issues*

This summary presents frequently listed full-time, permanent job openings that were available at public job service offices during January, 1978.

Keywords: **Employment, Openings,** Statistical data, Professional personnel, Skilled workers, Unskilled workers, Placement, Salaries.

Paper copy available on subscription, North American Continent price $65.00/year; all others write for quote.

NTISUB/E/267/XCB Subscription

DL-86-00-00-04
Job Bank Frequently Listed Openings (JOB-FLO) District Summary, Region 6 (Ohio, Indiana, Michigan). Monthly repts.
Employment Service, Washington, DC. Office of Technical Support.
1978, 12 issues*

This summary presents frequently listed full-time, permanent job openings that were available at public job service offices during January, 1978.

Keywords: **Employment, Openings,** Statistical data, Professional personnel, Skilled workers, Unskilled workers, Placement, Salaries.

Paper copy available on subscription, North American Continent price $65.00/year; all others write for quote.

NTISUB/E/268/XCB Subscription

DL-86-00-00-05
Job Bank Frequently Listed Openings (JOB-FLO) District Summary, Region 7 (Illinois, Wisconsin, Minnesota). Monthly repts.
Employment Service, Washington, DC. Office of Technical Support.
1978, 12 issues*

This summary presents frequently listed full-time, permanent job openings that were available at public job service offices during January, 1978.

Keywords: **Employment, Openings,** Statistical data, Professional personnel, Skilled workers, Unskilled workers, Placement, Salaries.

Paper copy available on subscription, North American Continent price $65.00/year; all others write for quote.

NTISUB/E/269/XCB Subscription

DL-86-00-00-06
Job Bank Frequently Listed Openings (JOB-FLO) District Summary, Region 8 (Arkansas, Louisiana, New Mexico, Texas, Oklahoma). Monthly repts.
Employment Service, Washington, DC. Office of Technical Support.
1978, 12 issues*

This summary presents frequently listed full-time, permanent job openings that were available at public job service offices during January, 1978.

Keywords: **Employment, Openings,** Statistical data, Professional personnel, Skilled workers, Unskilled workers, Placement, Salaries.

Paper copy available on subscription, North American Continent price $65.00/year; all others write for quote.

NTISUB/E/270/XCB Subscription

DL-86-00-00-07
Job Bank Frequently Listed Openings (JOB-FLO) District Summary, Region 9 (Iowa, Kansas, Missouri, Nebraska, Colorado, North Dakota, South Dakota). Monthly repts.
Employment Service, Washington, DC. Office of Technical Support.
1978, 12 issues*

This summary presents frequently listed full-time, permanent job openings that were available at public job service offices during January, 1978.

Keywords: **Employment, Openings,** Statistical data, Professional personnel, Skilled workers, Unskilled workers, Placement, Salaries.

Paper copy available on subscription, North American Continent price $65.00/year; all others write for quote.

NTISUB/E/271/XCB Subscription

DL-86-00-00-08
Job Bank Frequently Listed Openings (JOB-FLO) District Summary, Region 10 (Arizona, California, Hawaii, Nevada). Monthly repts.
Employment Service, Washington, DC. Office of Technical Support.
1978, 12 issues*

This summary presents frequently listed full-time, permanent job openings that were available at public job service offices during January, 1978.

Keywords: **Employment, Openings,** Statistical data, Professional personnel, Skilled workers, Unskilled workers, Placement, Salaries.

Paper copy available on subscription, North American Continent price $65.00/year; all others write for quote.

NTISUB/E/272/XCB Subscription

DL-86-00-00-09
Job Bank Frequently Listed Openings (JOB-FLO) District Summary, Region 11 (Idaho, Oregon, Washington). Monthly repts.
Employment Service, Washington, DC. Office of Technical Support.
1978, 12 issues*

This summary presents frequently listed full-time, permanent job openings that were available at public job service offices during January, 1978.

Keywords: **Employment, Openings,** Statistical data, Professional personnel, Skilled workers, Unskilled workers, Placement, Salaries.

Paper copy available on subscription, North American Continent price $65.00/year; all others write for quote.

NTISUB/E/273/XCB Subscription

DL-86-00-00-10
Job Bank Frequently Listed Openings (JOB-FLO) Occupation Summary Nationwide, 1978. Monthly repts.
Employment Service, Washington, DC. Office of Technical Support.
1978, 12 issues

This summary presents frequently listed full-time, permanent job openings that were available at public job service offices during January, 1978.

Keywords: **Employment, Openings, States(United States),** Statistical data, Professional personnel, Skilled workers, Unskilled workers, Placement, Salaries.

Paper copy available on subscription, North American Continent price $36.00/year; all others write for quote.

NTISUB/E/274/XCB Subscription

DL-86-00-00-11
Job Bank Frequently Listed Openings (JOB-FLO), 1978 (11 regions and national summary Reports). Monthly repts.
Employment Service, Washington, DC. Office of Technical Support.
1978, 12 issues*

The Job Bank Frequently Listed Openings (JOB-FLO) Report is a monthly release which provides information on high-volume occupations--occupations for which there is a relatively large number of job listings in the preceding month with the public employment service Job Bank System. The guide is prepared both in paper and microfiche. The paper version is sent to each user along with their first copy of JOB-FLO. The microfiche version will be distributed along with the JOB-FLO Report twice each year. This guide identifies how the JOB-FLO Report is developed, what information is included, what selection criteria are used, and how to locate the information needed.

Keywords: **Employment, Availability, Jobs,** Industrial relations, Labor relations, Placement, Unemployment, Guides, Job Bank Frequently Listed Openings.

Microfiche available on subscription, North American Continent price $50.00/year; all others write for quote. Price includes all regions and national summary reports. Paper copy available as NTISUB/E/262 (all regions) and NTISUB/E/274 (national summary).

NTISUB/E/275/XCB Subscription

DL-86-00-00-12
Assessment: The Impact of Providing Financial or Job Placement Assistance to Ex-Prisoners. Final rept.,
Texas Dept. of Corrections, Huntsville. Research and Development Div.
C. L. Smith, P. Martinez, and D. Harrison. May 78, 291p
DLETA-20-48-75-44-1

The purpose of this study was to determine the effect that financial aid or job placement services would have on the arrest rate of ex-offenders. One thousand nine hundred seventy-five male and female inmates who were about to be released from the Texas Department of Corrections, were randomly chosen. The subjects were divided into six groups. Groups 1, 2, and 3 received financial assistance. Group 4 received intensified job placement services. Groups 5 and 6 were assigned as control groups. Data were collected for Groups 1 through 5 in pre-released interviews and post-release interviews (at 3, 6, and 12 months after their release). Prison data were compiled, after which, wage and arrest were gathered for all groups for a period of one year after release.

Keywords: **Ex-offenders, Rehabilitation,** Employment, Placement, Unemployment, Manpower, Job analysis, Recidivism, Crimes, Salaries, Adjustment(Psychology), Surveys.

PB-284 782/0/XCB PC **A13**/MF **A01**

DL-86-00-00-13
Job Creation Through Public Service Employment. Volume I. Summary of Findings and Recommendations. Interim rept. no. 6 on Volume 1.
National Commission for Manpower Policy, Washington, D.C.
Mar 78, 110p*

This volume contains the findings and recommendations of the National Commission for Manpower Policy on the net effects of Public Service Employment (PSE). It also includes an overview of the research completed as part of the study and a summary of the Commission's field review on PSE. The report primarily reflects conditions during the summer and fall of 1977 when PSE was being rapidly expanded and when program operations were increasingly relying on the new project approach and the tightened criteria for the selection of enrollees as provided by the Emergency Jobs Program Extension Act of 1976 (P.L. 94-444).

Keywords: **Employment, Disadvantaged groups,** Policies, Manpower utilization, Personnel management, Salaries, Comprehensive Employment and Training Act, Public Service Employment, Job creation.

See also Volume 2, PB-282 539.
Also available in set of 3 reports, PC E11, PB-282 537-SET.

PB-282 538/8/XCB PC **A06**/MF **A01**

DL-86-00-00-14
Exploring Ways to Implement the Health Services Mobility Study: A Feasibility Study. Final rept. Dec 76-Dec 77,
Health and Education Resources, Inc., Bethesda, Md.
E. M. Lavine, and A. Moore. 12 Jan 78, 94p DLETA-21-24-77-06-1

The feasibility study was aimed at developing a strategy for the implementation and utilization of findings of the Health Services Mobility Study, which developed a scientific, concise, behavior-oriented methodology for describing and scaling tasks, designing parallel job and educational ladders, and developing performance evaluation instruments, with application of the methodology in diagnostic radiology. After in-depth interviews and thorough exploration of potential areas of implementation, it is concluded that the methodology has valuable applications in health and potentially in all work fields. Recommendations for demonstration include immediate short range implementation in radiology departments of medical centers and large hospital systems, intermediate applications in other departments, and long-range applications in the fields of health, education, credentialing and other work areas. Federal Government commitment is necessary for support and funding, initially through support of a workshop-conference for potential participating organizations to plan specific implementation projects.

Keywords: **Health manpower, Personnel development,** Mobility, Feasibility studies, Development, Strategy, Implementation, Utilization, Recommendations, Job analysis, Bibliographies, Methodology, Specialized training, Radiology, Hospitals, Career development, Curriculum development.

PB-283 686/4/XCB PC **A05**/MF **A01**

DL-86-00-00-15
Current Limiting Circuit for Direct Current Power Supplies. Patent,
Department of the Interior, Washington, DC.
R. A. Bradburn. Filed 16 Mar 77, patented 1 Aug 78, 5p PAT-APPL-778 271, PATENT-4 104 544

The current limiting circuit for direct current power supplies described herein comprises first and second transistor switches connected in series between the power supply and a load which control the passage of current therebetween, third and fourth transistor switches which control the first and second switches, respectively, and first and second control circuits which control the third and fourth switches. The first control circuit comprises a fifth transistor switch which controls the third and fourth switches, a current sensing resistor connected in series between the power supply and the first and second switches, a first voltage dividing circuit connected across the power supply which produces a first reference voltage corresponding to a predetermined current limit, and a comparator which compares the voltage produced across the current sensing resistor with the first reference voltage and produces an output which controls the fifth switch such that the first and second switches are closed unless the current being drawn by the load exceeds the predetermined limit. The second control circuit comprises a sixth transistor switch which also controls the third and fourth switches, a second voltage dividing circuit connected across the power supply which produces a second reference voltage corresponding to a predetermined minimum load voltage, and a comparator which compares the voltage produced across the load with the second reference voltage and produces an output which controls the sixth switch such that the first and second switches are open when the voltage across the load is below the predetermined value therefor.

Keywords: **Limiter circuits, Patents,** Power supplies, Direct current, Electric switches, Control circuits, PAT-CL-307-297.

Supersedes PB-271 608.
This Government-owned invention available for U.S. licensing and, possibly, for foreign licensing. Copy of patent available Commissioner of Patents, Washington, DC. 20231 $0.50.

PB-282 138/5 Not available NTIS

DL-86-00-00-16
UI Research Exchange: First Issue 1980. Unemployment insurance occasional paper.
Employment and Training Administration, Washington, DC.
1980, 180p DLETA/UIS-80/2

This publication, intended to increase the effectiveness of research throughout the unemployment insurance (UI) program, contains a variety of research information. Announcements and reports are included on meetings, personnel action, and recent UI legislation and financial developments. A prominent place is given to descriptions of UI research projects -- both in progress and completed -- conducted or sponsored by the State agencies, the Interstate Conference of Employment Security Agencies, the National Commission on Unemployment Compensation and the Unemployment Insurance Service. Research data and information sources, methods and tools are discussed, with a separate section for the Continuous Wage and Benefit History (CWBH) data bank system. Reviews of books and studies are also included.

Keywords: **Unemployment, Insurance,** Research projects, Project management, Effectiveness, Sources.

PB83-148411/XCB PC **A09**/MF **A01**

DL-86-00-00-17
Effect of the State Laws and Economic Factors on Exhaustion Rates for Regular UI Benefits: A Statistical Model,
Mathematica Policy Research, Inc., Princeton, NJ.
W. Nicholson, and W. Corson. 1978, 140p DLETA/UIS-78/7

The report presents a statistical model of the effects of state laws and economic factors on exhaustion rate for regular unemployment insurance benefits. The model was estimated from quarterly pooled time-series, cross-sectional data for all states over the period 1965 to 1974. Exhaustion rate was found to be positively correlated with insured unemployment rate. A cyclical one percentage point increase in the IUR was calculated to result in a 4 to 5 percentage point increase in the exhaustion rate. The effect was offset somewhat by the tendency of average potential duration to rise during the cyclical downturns. Higher average potential UI durations tended to reduce exhaustion rates. Wage-replacement rates on UI tended to have a positive effect on exhaustion rate.

Keywords: **Unemployment, Insurance, Depletion,** Models, State government, Regulations, Employment, Unemployment insurance.

PB83-149468/XCB PC **A07**/MF **A01**

DL-86-00-00-18
Labor Supply Effects of Extended Unemployment Benefits. Technical staff paper no. 3,
Employment and Training Administration, Washington, DC. Unemployment Insurance Service.
G. Solon. 1978, 16p DLETA/UIS-79/7

This study focuses on measures of employment instead of unemployment. The sample consists of former UI claimants from New York State who had established benefit years between September 1972 and August 1973, had collected their regular unemployment benefits in single unemployment spells, and had gone on to exhaust their 26 weeks of regular benefits. The study compares the postexhaustion labor force status of those with and without EB access, in order to investigate the labor supply effects of extended benefit duration. Extended benefit duration is found to have a work disincentive effect, but the effect is not as large as might have been supposed from the unemployment figures.

Keywords: **Unemployment, Insurance,** Employment, Surveys, Incentives, Characteristics, Labor supply.

PB83-150599/XCB PC **A02**/MF **A01**

DL-86-00-00-19
Incidence of Federal Retirees Drawing UCFE (Unemployment Compensation Federal Program) Benefits, 1974-75. Final rept,
Employment and Training Administration, Washington, DC. Unemployment Insurance Service.
L. Benenson. 1978, 19p DLETA/UIS-78/6

The goal of this research was to gather data during the 1974-75 period that would help answer the question of whether eligible unemployment insurance beneficiaries should have their benefits reduced by retirement pensions they receive. The issue involved retired federal, state, and local government civilian employees, retired military personnel and retired employees from the private sector. The specific objective of this study was to determine how many federal employees were simultaneously drawing unemployment compensation under the federal program (UCFE) and a pension under the federal government civilian retirement plan.

Keywords: **Pensions, Government employees, Unemployment insurance,** Military personnel, Civil service, Retirement, Benefits.

PB83-161927/XCB PC **A02**/MF **A01**

DL-86-00-00-20
Handbook of Unemployment Insurance Financial Data 1938-1976.
Employment and Training Administration, Washington, DC. Unemployment Insurance Service.
1978, 525p DLETA/UIS-78/9

This publication contains selected unemployment insurance financial information covering calendar years 1938-1976. Three supplements are included, containing information from 1977-1979. The Handbook is intended primarily for the use of State employment security agencies and others in projecting unemployment insurance benefit costs and in the analysis of various aspects of benefit financing.

Keywords: **Unemployment, Insurance, Unemployment Insurance,** State government, Salaries, Tables(Data), Statistical analysis, Forecasting.

PB83-176073/XCB PC **A22**/MF **A01**

DL-86-000-00000-86-001
Women's Work, Men's Work: Sex Segregation on the Job. Final rept.,
National Research Council, Washington, DC.
B. F. Reskin, and H. I. Hartmann. c1986, 185p ISBN-0-309-03429-9

The report explores the effects, extent, likely causes and means of reducing job segregation by sex. Women working full-time make 59% of the wages of men working full-time. Wage differences affect an increasing number of families, with 63% of females 18-64 in the workforce and most providing for some or all of basic family needs. Persistence of segregation is due to social beliefs about women's role in the family. Legal requirements for equal opportunity in apprenticeship has greatly increased the percentage of women, but the absolute numbers remain small. Long-term solution will require changes as social attitudes, educational and career choices and opportunities in the work place.

Keywords: **Employment, Segregations, Females, Earnings, Attitudes,** Apprenticeship, Males, Job satisfaction, Personnel development, Job scheduling, Child care.

Library of Congress catalog card no. 85-11541. Sponsored by Employment and Training Administration, Washington, DC.

PB86-159340/XCB PC **A09**/MF **A01**

DL-86-00-3-97
Decennial Census, 1980. Report 2A: Employment and Training Indicators, New Hampshire by Place.
California Univ., Berkeley. Lawrence Berkeley Lab.
Aug 83, 46p LBL-14637-2A-PL/NH

The report is a one page profile for specific single geographic areas giving 1980 Census sample data on race, disability, income, education, occupation, industry, and poverty indicators. The report profile was developed to serve the information needs of the Employment and Training Administration; however, it can be used to satisfy other employment and training data requirements. This report series was prepared from data contained in Summary Tape File 3. This is one of five Summary Tape Files the Census Bureau plans to make available from the 1980 Census. A separate report is available for the nation, each state, SMSA's, and the District of Columbia. Write to NTIS Computer Products Group for price list and order form.

Keywords: **Population, Unemployment, Employment, Income, Labor force, Occupation,** Education, New Hampshire, Demographic surveys, Poverty, Standard Metropolitan Statistical areas.

See also PB83-121319. Sponsored in part by Employment and Training Administration, San Francisco, CA. Region IX.
Also available in set of 51 reports PC E99/MF E99, PB83-229807.

PB83-230110/XCB PC **E04**/MF **E02**

DL-86-00-22-27
Census of Population and Housing, 1980. Report 1A: Population Characteristics. All States by County.
California Univ., Berkeley. Lawrence Berkeley Lab.
W. Lee, A. Marcus, and I. Einowski. Nov 82,51 issues

This report contains a profile of population characteristics at the county level for the State of Maine. The data source is the 1980 Census and detailed information on race, sex, age, households, and other housing characteristics are presented.

Keywords: **Maine, Populations, Housing studies, Census, Demographic surveys, Counties,** Households, Demography, Ethnic groups, Characteristics, Sex, Age, Population(Statistics).

Sponsored in part by Employment and Training Administration, San Francisco, CA. Region IX.

PB83-120493/XCB PC **E99**/MF **E99**
LBL-14636-CO/ME. Maine. Nov 82, 34p PC E02, MF E02 **PB83-120691/XCB**

DL-86-00-78-01
Job Bank Frequently Listed Openings (JOB-FLO) District Summary, Region 3 (Maryland, Pennsylvania, Virginia, District of Columbia, Delaware, West Virginia). Monthly repts.
Employment Service, Washington, DC. Office of Technical Support.
1978, 12 issues*

This summary presents frequently listed full-time, permanent job openings that were available at public job service offices during January, 1978.

Keywords: **Employment, Openings,** Statistical data, Professional personnel, Skilled workers, Unskilled workers, Placement, Salaries.

Paper copy available on subscription, North American Continent price $65.00/year; all others write for quote.

NTISUB/E/265/XCB Subscription

DL-86-00-81-01
Continuous Wage and Benefit History (CWBH) Program. Reference Manual.
Employment and Training Administration, Washington, DC. Unemployment Insurance Service.
1 Dec 81, 358p DLETA/UIS-81/5

The Continuous Wage and Benefit History (CWBH) system is a longitudinal data base from selected states in the U.S. The data consist of information on the insured employed and unemployed in the selected states. The CWBH Reference Manual is an introduction and guide for states on how to develop CWBH in their state. The Reference Manual also serves as a valuable guide to those who wish to use the CWBH data base or analyze the CWBH data.

Keywords: **Salaries, Fringe benefits, Manuals, Wages,** Statistical data, Documentation, Benefits, Unemployment insurance, Data files.

PB83-163071/XCB PC **A16**/MF **A01**

DL-86-00-81-02
UI Research Exchange: Second Issue 1981. Unemployment insurance occasional paper.
Employment and Training Administration, Washington, DC. Unemployment Insurance Service.
1981, 137p DLETA/UIS-81/4

This publication, intended to increase the effectiveness of research throughout the unemployment insurance (UI) program, contains a variety of research information. Announcements and reports are included on meetings, personnel action, and recent UI legislation and financial developments. A prominent place is given to descriptions of UI research projects -- both in progress and completed -- conducted or sponsored by the State agencies and the Unemployment Insurance Service. Research data and information sources, methods and tools are discussed, with a separate section for the Continuous Wage and Benefit History (CWBH) data bank system. Reviews of books and studies are also included. This issue contains a paper contributed by Joseph Sloane and Robert St. Louis briefly describing the workload estimating and forecasting procedures used by the Arizona Department of Economic Security.

Keywords: **Unemployment, Insurance,** Research projects, Project management, Effectiveness, Sources.

PB83-148429/XCB PC **A07**/MF **A01**

DL-86-00-81-03
Impact of CETA-PSE on Employment Levels and Wage Rates in the Public Sector. Final rept. 15 Jan 81-15 Jan 82,
Pennsylvania Univ., Philadelphia.
S. P. Perles. 15 Jan 81, 202p SSRC-42-81-03-1

The primary aim of the dissertation is to estimate the displacement associated with the PSE portion of CETA. Displacement is defined as the percent of CETA monies received by a city which is used for purposes other than net job creation. A model of local public sector labor markets is presented in which cities and municipal unions bargain jointly over wage rates and employment levels. Final wage and employment outcomes are theoretically indeterminate, but they can be estimated empirically. Reduced form equations describing wage rates and employment levels by category of public service are estimated using OLS on a sample of 64 cities. The independent variables include factors which affect the relative bargaining strengths of cities, (e.g., fiscal health), and municipal unions, (e.g., proportion of workers unionized). Data were obtained for the years 1975-1977; both pooled and stratified (by year) samples were utilized.

Keywords: **Employment, Unskilled workers,** Financing, Local government, Skilled workers, Statistical analysis, Labor unions, Models, Comprehensive Employment and Training Act of 1973.

Doctoral thesis.

PB82-168964/XCB PC **A10**/MF **A01**

DL-86-00-81-04
Reproduction of Job Segregation by Sex: A Study of the Changing Sexual Division of Labor in the Auto and Electrical Manufacturing Industries in the 1940's. Final rept.,
California Univ., Berkeley.
R. M. Milkman. Dec 81, 377p

The study seeks to account for the persistence of job segregation by sex and the process through which it is continually reproduced. The thesis is that the ideology of sexual division, which constructs male and female labor as noninterchangeable, imposes the collective interest of capital on individual capital, even though this conflicts with the short-term economic interest of individual capital in reducing wage costs by substituting the cheap labor of women for that of men whenever possible. Collective capital has an interest in sex segregation because it facilitates the reproduction of labor power through unpaid housework, because it maintains a supply of cheap female wage labor, and because it divides the labor force by sex in political terms. This framework is used to analyze the history of the sexual division of labor in the automobile and electrical manufacturing industries as it developed in the early twentieth century and was subsequently reproduced. The impact of the economic mobilization for World War II and the reasons for the reconstruction of the prewar sexual division of labor in both industries after the war are traced in detail.

Keywords: **Employment, Females,** Industrial relations, Personnel management, Personnel selection, Labor unions, Labor relations, Salaries, Discrimination, Males, Theses, Minority groups.

Sponsored in part by Social Science Research Council, Washington, DC. Doctoral thesis.

PB82-157116/XCB PC **A17**/MF **A01**

DL-86-00-81-05
Politics and Labor Markets: Toward an Explanation of the Formation and Adoption of U.S. Labor Market Policy. Final rept.,
Indiana Univ. at Bloomington. Dept. of Political Science.
D. B. Robertson. Aug 81, 332p DLETA-SS-18-81-15-1

A study of the formation and adoption of federal labor market programs. Examines the origins of the U.S. Employment Service and the Manpower Development and Training Act. Develops concepts for policy analysis, including program design (basic legislative and administrative decisions concerning the changes sought, tools applied, population served, agents used, organizations established, and budgets committed), program premises (the elements of these decisions), and an original typology of the causes of public policy. These concepts are applied to the USES and MDTA in case studies that depend on evidence drawn from Congressional and administrative documents, archives, books, magazines, and an interview. The study concludes (1) that labor market programs largely perform as they are designed to perform, (2) that American labor market programs are designed to exert minimal federal control and to adjust the supply of unorganized labor to demand, and (3) that structural factors and ideas within the government are the most important causes of federal labor market policy design in the U.S. Includes an extensive bibliography of federal labor market policy.

Keywords: **Manpower utilization, Employment,** Education, National government, Surveys, Government policies, Attitudes, Placement, Social welfare, Unemployment, Legislation, Theses, Labor market.

Sponsored in part by Social Science Research Council, Washington, DC.

PB82-139874/XCB PC **A15**/MF **A01**

DL-86-00-81-06
Married Women's Work Experience: Intermittency and Sex Typed Occupations. Final rept.,
Michigan Univ., Ann Arbor. Population Studies Center.
P. A. Gwartney-Gibbs. 31 Aug 81, 200p DLMA-DD-26-80-025-1

A fundamental problem in the study of sex inequality is the explanation of the wage gap between the sexes. Women's work experience is a promising factor in that explanation since the quality and quantity of their experience is thought to be substantially different from men's. Using retrospective lifetime work histories, the length and characteristics of married women's work experience is examined, with particular attention to variations associated with marital and childbearing events, and to the sex type of occupations. The experience of childless working women, working mothers, and nonworking mothers is compared. The results show significant differences between the three groups of women in the length, intensity, duration with employers, employer mobility, and intermittency of past work experience, and in time spent not working. Intermittency and the length of nonwork are not penalized in later earnings. Women with discontinuous work experience are not more likely to choose female typed occupations. The timing of work experience over the family life cycle varies considerably, but is important to earnings only when women have little tenure. Sex type of current occupation is a good indicator of past occupations, but has little effect on current earnings. The cost of having children is enormous.

Keywords: **Employment, Females,** Discrimination, Earnings, Children, Marriage, Salaries, Theses, Families.

Sponsored in part by Social Science Research Council, Washington, DC.

PB82-140062/XCB PC **A09**/MF **A01**

DL-86-00-81-07
CLMS Public Use Tape of Selected March 1977 CPS Data (CPS-2). Data file,
Employment and Training Administration, Washington, DC. Office of Program Evaluation.
J. Salgado, G. Gray, and N. Caldwell. 31 Jul 81, mag tape MEL-81-X-11, DOL/DF-81/008

The CPS-2 public use data tape is one of the five sets of tapes containing data from the Continuous Longitudinal Manpower Survey (CLMS) released in July 1981. The CLMS is the major data development effort of the U.S. Department of Labor for evaluation of the decentralized employment and training programs funded under the Comprehensive Employment and Training Act (CETA). The CPS-2 tape contains 122,494 person records from the annual demographic file of the March 1977 Current Population Survey (CPS). To the records on the file, annual earnings (1951-1978) as reported to the Social Security Administration have been appended. CPS-2 contains 3 comparison group cell identifiers used by Westat in conjunction with the CLMS-3 public use tapes for the analysis of CETA net impact on participant earnings.

Keywords: **Data file, Surveys, Manpower, Comprehensive Employment and Training Act,** Personnel, Specialized training, Documentation, Socioeconomic status, Experience, Abilities, Demographic surveys, Employment, Salaries, Sampling, Magnetic tape, Labor force participation, Enrollment, Sponsors, Data collection.

Source tape is in EBCDIC character set. Tapes can be prepared in most standard 7 or 9 track recording modes for one-half inch tape. Identify recording mode desired by specifying character set, track, density, and parity. Call NTIS Computer Products for price. Price includes documentation, PB81-245607.

PB81-245599/XCB CP **T99**

DL-86-00-81-08
CLMS Public Use Tape of Selected March 1976 CPS Data (CPS-1, Version 3). Data file,
Employment and Training Administration, Washington, DC. Office of Program Evaluation.
J. Salgado, G. Gray, and N. Caldwell. 31 Jul 81, mag tape MEL-81-X-10, DOL/DF-81/009

The CPS-1 Tape contains 81,318 person records from the annual demographic file of the March 1976 Current Population Survey (CPS). To the records on the file, annual earnings (1951-1978) as reported to the Social Security Administration have been appended. Version 3 of CPS-1 contains 9 comparison group cell identifiers used by Westat in conjunction with the CLMS-1 and CLMS-2 public use tapes in the analysis of CETA net impact on participant earnings.

Keywords: **Data file, Surveys, Manpower, Comprehensive Employment and Training Act,** Personnel, Specialized training, Documentation, Socioeconomic status, Experience, Abilities, Demographic surveys, Employment, Salaries, Sampling, Magnetic tape, Labor force participation, Enrollment, Sponsors, Data collection.

Supersedes Rept. no. DOL/DF-81/002, PB81-126633.
Source tape is in EBCDIC character set. Tapes can be prepared in most standard 7 or 9 track recording modes for one-half inch tape. Identify recording mode desired by specifying character set, track, density, and parity. Call NTIS Computer Products for price. Price includes documentation, PB81-245607.

PB81-245615/XCB CP **T99**

DL-86-00-81-09
CLMS-2, Version 3 Public Use Tape for Sampled July 1975-June 1976 CETA Enrollees. Data file,
Employment and Training Administration, Washington, DC. Office of Program Evaluation.
J. Salgado, T. Dow, and N. Caldwell. 31 Jul 81, mag tape MEL-81-X-6, DOL/DF-81/005

The CLMS-2 tape contains four separate files. The first file (the codebook) lists each variable contained on the data file, along with its address and such other information as frequencies and questionnaire text. The second file contains a keyword index to aid users in locating variables pertaining to a particular subject. Third file contains the tape layout. The fourth file, the data file, contains 13,283 individual (records on persons newly enrolled in CETA programs during FY 1976 (July 1975-June 1976). The data file contains microdata on sampled individuals from three sources: prime sponsor records, a series of up to four interviews with sampled enrollees, and social security earnings records (1951-1978). Version 3 of CLMS-2 contains comparison group cell ID's for 6 different match group constructs. These have been used by Westat in its analysis of CETA's net impact on participant earnings.

Keywords: **Data file, Surveys, Manpower, Comprehensive Employment and Training Act,** Personnel, Specialized training, Documentation, Socioeconomic status, Experience, Abilities, Demographic surveys, Employment, Salaries, Sampling, Magnetic tape, Labor force participation, Enrollment, Sponsors, Data collection.

Supersedes Rept. no. DOL/DF-81/001, PB81-126641.
Source tape is in EBCDIC character set. Tapes can be prepared in most standard 7 or 9 track recording modes for one-half inch tape. Identify recording mode desired by specifying character set, track, density, and parity. Call NTIS Computer Products for price. Price includes documentation, PB81-245490 and PB81-245508.

PB81-245482/XCB CP **T99**

DL-86-00-81-10
CLMS-3 Public Use Data Tape for Sampled July 1976-September 1977 New CETA Enrollees. Data file,
Employment and Training Administration, Washington, DC. Office of Program Evaluation.
J. Salgado, T. Dow, and N. Caldwell. 31 Jul 81, mag tape MEL-81-X-8, DOL/DF-81/006

The CLMS-3 tape contains four separate files. The first file (the codebook) lists each variable contained on the data file, along with its address and such other information as frequencies and questionnaire text. The second file contains a keyword index to aid users in locating variables pertaining to a particular subject. The third file contains the tape layout. The fourth file, the data file, contains 18,640 individual records on persons newly enrolled in CETA programs during FY 1977 (July 1976-September 1977). The data file contains microdata on sampled individuals from three sources: prime sponsor records, a series of up to four interviews with sampled enrollees, and social security earnings records (1951-1978). CLMS-3 contains comparison group cell ID's for 6 different match group constructs. These have been used by Westat in its analysis of CETA's net impact on participant earnings.

Keywords: **Data file, Surveys, Manpower, Comprehensive Employment and Training Act,** Personnel, Specialized training, Documentation, Socioeconomic status, Experience, Abilities, Demographic surveys, Employment, Salaries, Sampling, Magnetic tape, Labor force participation, Enrollment, Sponsors, Data collection.

Source tape is in EBCDIC character set. Tapes can be prepared in most standard 7 or 9 track recording modes for one-half inch tape. Identify recording mode desired by specifying character set, track, density, and parity. Call NTIS Computer Products for price. Price includes documentation, PB81-245524, and PB81-245506.

PB81-245516/XCB CP **T99**

DL-86-00-81-11
CLMS-1, Version 2. Public Use Tape for Sampled January-June 1975 New CETA Enrollees. Data file,
Employment and Training Administration, Washington, DC. Office of Program Evaluation.
J. Salgado, T. Dow, and N. Caldwell. 31 Jul 81, mag tape MEL-81-X-4, DOL/DF-81/007

The CLMS-1 tape contains four separate files. The first file contains the codebook which lists each variable contained on the data file, along with its address and such other information as frequencies and questionnaire text. The codebook is now in print image form. The second file contains a keyword index to aid users in locating variables pertaining to a particular subject. The third file contains a tape layout. The fourth file, the data file, contains 6650 individual records or persons newly enrolled in CETA programs between January and June 1975. The data file contains microdata on sampled individuals from three sources: prime sponsor records, a series of up to four interviews with sampled enrollees, and social security earnings records (1951-1978). Version 2 of CLMS-1 contains comparison group cell ID's for 6 different match group constructs. These have been used by Westat in its analysis of CETA's net impact on participant earnings.

Keywords: **Data file, Surveys, Manpower, Comprehensive Employment and Training Act,** Personnel, Specialized training, Documentation, Socioeconomic status, Experience, Abilities, Demographic surveys, Employment, Salaries, Sampling, Magnetic tape, Labor force participation, Enrollment, Sponsors, Data collection.

Supersedes Rept. no. DOL/DF-80/001, PB80-204118.
Source tape is in EBCDIC character set. Tapes can be prepared in most standard 7 or 9 track recording modes for one-half inch tape. Identify recording mode desired by specifying character set, track, density, and parity. Call NTIS Computer Products for price. Price includes documentation, PB81-245540, and PB81-245508.

PB81-245532/XCB CP **T99**

DL-86-00-81-12
UI (Unemployment Insurance) Research Exchange, First Issue 1981. Semiannual rept.
Employment and Training Administration, Washington, DC. Unemployment Insurance Service.
1981, 209p DLETA/UIS-81/1

This publication, intended to increase the effectiveness of research throughout the unemployment insurance (UI) program, contains a variety of research information. Announcements and reports are included on meetings, personnel action, and recent UI legislation and financial developments. Research data and information sources, methods and tools are discussed, with a separate section for the Continuous Wage and Benefit History (CWBH) data bank system. Reviews of books and studies are also included. This issue contains three contributed papers. James Hanna and Ray Uhalde present a survey and analysis of research units and the conduct of research in the State Employment Security Agencies. They examine some current problems and suggest factors which contribute to establishing and maintaining good research units. Gene Gallagher describes a single 'system standard' which he considers useful for describing State UI program performance. Walter Nicholson reviews recent UI research and proposes topics for future research.

Keywords: **Unemployment, Insurance, Research projects,** State government, National government, Meetings, Legislation.

PB83-152567/XCB PC **A10**/MF **A01**

DL-86-00-81-13
Employment Opportunity Pilot Project (EOPP). Employer and Household Data Base. Data file,
Employment and Training Administration, Washington, DC.
M. C. Keeley, and B. Harris. Sep 81, 1p DOL/DF-83/002

The tape is Data base for two Projects: (1) Baseline Household Surveys for the Employment Opportunity Pilot Projects (EOPP) DLETA 20-24-79-23. The tape contains the household baseline data. The survey covered 10 pilot sites and 10 control sites that were chosen to match each pilot site. Approximately 1,900 families were interviewed in the pilot sites and 900 more families were interviewed at each control site for a total of 29,620 families. (2) Labor Market Effects of the Employment Opportunity Pilot Projects, DLETA 20-06-80-11. The tape contains the information from employers in ten locations throughout the United States who were surveyed to determine their hiring behavior of low-income individuals.

Keywords: **Employment, Data file,** Low income groups, Magnetic tapes, Surveys.

Source tape is in EBCDIC character set. Tapes can be prepared in most standard 7 or 9 track recording modes for one-half inch tape. Identify recording mode desired by specifying character set, track, density, and parity. Call NTIS Computer Products if you have questions. Price includes documentation, PB83-251173 and PB83-251165.

PB83-251181/XCB CP **T02**

DL-86-00-81-14
Case Studies of Issues Concerning Public Service Employment with State and Local Civil Service Structures. Final rept.,
White (E.H.) and Co., San Francisco, CA.

M. Gwin, M. Vincill, J. Pfiester, and A. McAdoo. 15 Feb 81, 211p DLMA-79-C-382-2

The study examines the role of state and local civil service systems in the Public Service Employment (PSE) program. Ten case studies reflect the status of PSE during the period of 9/80 - 1/81. Findings show competing national, state and local objectives. The case studies show how local civil service systems respond to the challenge of helping local jurisdictions implement a program of multiple and often conflicting goals. The issues of job restructuring, entry into local personnel systems, union involvement, training and participant benefits are examined. The study draws conclusions and suggests additional research questions.

Keywords: **Civil service, Government employees, Manpower utilization,** State government, Local government, Employment, Government policies, Labor unions, Upgrading.

PB83-258467/XCB PC **A10**/MF **A01**

DL-86-00-82-02
Laboratory Investigation of Realistic Job Previews. Final rept. 1 Jun 81-31 May 82,
Indiana Univ. at Bloomington.
M. Parmerlee. Mar 82, 173p SSRC-SS-18-81-20

The study tested several hypotheses relating to the effects of Realistic Job Previews: (1) whether RJP's are effective in reducing turnover; (2) if they are effective in reducing turnover, whether that is because they create more realistic expectations, or because they result in a greater propensity to elect an alternative on the part of applicants who would have turned over; and (3) if RJP's result in greater self-selection, whether those electing the job are well-suited for it (more productive and satisfied). This study employed a carefully controlled laboratory design that enabled the researcher to compare randomly selected groups of Ss who were or were not permitted to self-select. Implications of these findings and suggestions for future research are discussed.

Keywords: **Personnel management, Productivity,** Employment, Industrial management, Job analysis, Personnel selection, Placement, Job satisfaction, Recruiting, Theses.

Doctoral thesis.

PB82-221789/XCB PC **A08**/MF **A01**

DL-86-00-82-03
Employment Assistance to Disabled Veterans. Volume II. Appendices. Final rept.,
Human Resources Research Organization, Alexandria, VA.
T. R. Wilson, and D. B. Crafts. May 82, 152p*
HUMRRO-FR-ETSD-82-8

The report is the second volume of a survey of disabled veterans. It contains tables and statistical analyses.

Keywords: **Employment, Handicapped persons, Veterans,** Military personnel, Retirement, Unemployment, Rehabilitation, Counseling, Tables(Data), Surveys.

See also Volume 1, PB83-107649.

PB83-107656/XCB PC **A08**/MF **A01**

DL-86-00-82-04
New Measure of Unemployment, Based on Family Hardship, and Its Relationship to Inflation. Doctoral thesis,
George Washington Univ., Washington, DC.
C. J. Motheral. 1 Jul 82, 181p SSRC-SS-11-81-17

A hardship-based measure of unemployment was calculated for the years 1967-79, based on Work Experience Survey data, including only unemployment in families with incomes below twice the poverty level. An unemployment rate so defined is lower than the official unemployment rate and rises less during this period. The new measure was tested against conventional measures–the official unemployment rates for all workers and for prime-age males, Perry's demographically-weighted rate, and the employment-population ratio–in disequilibrium and equilibrium models of the macro labor market. Two versions of the disequilibrium model, in which unemployment affects wage change, were estimated--an inclusive model and a stripped-down specification with only unemployment and price change. Two equilibrium models, in which misperceptions of inflation change the amount of labor supplied, were estimated. One version used actual, survey-measured price expectations; the other followed Barro's specification and used his measure of unexpected money growth.

Keywords: **Unemployment, Inflation(Economics), Low income groups, Economic models,** Equilibrium, Income, Labor force participation, Family income, Labor market.

PB82-258773/XCB PC **A09**/MF **A01**

DL-86-00-82-05
Structural Determinants of Union Bargaining Power. Doctoral thesis,
Wisconsin Univ.-Madison. Dept. of Economics.
L. R. Mishel. 4 Jun 82, 298p SSRC-SS-55-81-11

The study focuses on unionism's impact on union as well as nonunion production worker compensation in manufacturing. The determinants and magnitude of union power by industry is explained and measured, and the consequences of this variation across industries for sex and race differentials are examined. The analysis critically examines the price-theoretic and the institutionalist analyses of union power.

Keywords: **Bargaining, Salary administration, Labor unions, Unskilled workers, Collective bargaining, Wages,** Salaries, Earnings, Economic impact, Unions, Theses.

PB82-258633/XCB PC **A13**/MF **A01**

DL-86-00-82-06
Census of Population and Housing, 1980. Report 1A: Population Characteristics, Nation by State and SMSA,
California Univ., Berkeley. Lawrence Berkeley Lab.
W. Lee, A. Marcus, and I. Einowski. Nov 82, 485p*
LBL-14636-SMSA

The report contains a profile of population characteristics for the United States by state and SMSA (Standard Metropolitan Statistical areas). The data source is the 1980 Census and detailed information on race, sex, age, households, and certain housing characteristics are provided.

Keywords: **Housing studies, Census, Demographic surveys, Populations,** Households, Demography, Ethnic groups, Characteristics, Population(Statistics), Sex, Standard metropolitan statistical areas.

See also PB83-120493 and PB83-121012. Sponsored in part by Employment and Training Administration, San Francisco, CA. Region IX.

PB83-120485/XCB PC **E07**/MF **E02**

DL-86-00-82-07
Census of Population and Housing, 1980. Report 1A: Population Characteristics, All States by County.
California Univ., Berkeley. Lawrence Berkeley Lab.
Nov 82, 4012p-in 51 reports*

This series of reports are profiles of population characteristics at the county level for all States. The data source is the 1980 Census and detailed information on race, sex, age, households, and other housing characteristics are provided. Other individual documents are also available:

Keywords: **Populations, Housing studies, Census, Demographic surveys,** States(United States), Households, Demography, Ethnic groups, Characteristics, Sex, Age, Population(Statistics).

Set includes PB83-120501 through PB83-121004.

PB83-120493/XCB PC **E99**/MF **E99**

DL-86-00-82-08
Census of Population and Housing, 1980. Report 1A: Population Characteristics, All States by County.
California Univ., Berkeley. Lawrence Berkeley Lab.
W. Lee, A. Marcus, and I. Einowski. Nov 82,51 issues

This report contains a profile of population characteristics at the county level for the State of Alabama. The data source is the 1980 Census and detailed information on race, sex, age, households, and other housing characteristics are presented. Other individual documents are also available:

Keywords: **Alabama, Populations, Housing studies, Census, Demographic surveys, Counties,** Households, Demography, Ethnic groups, Characteristics, Sex, Age, Population(Statistics).

Sponsored in part by Employment and Training Administration, San Francisco, CA. Region IX.

PB83-120493/XCB PC **E99**/MF **E99**

- LBL-14636-CO/AL. Alabama. Nov 82, 84p PC E03, MF E02 **PB83-120501/XCB**
- LBL-14636-CO/AK. Alaska. Nov 82, 40p PC E02, MF E02 **PB83-120519/XCB**
- LBL-14636-CO/AZ. Arizona. Nov 82, 32p PC E02, MF E02 **PB83-120527/XCB**
- LBL-14636-CO/AR. Arkansas. Nov 82, 92p PC E03, MF E02 **PB83-120535/XCB**
- LBL-14636-CO/CA. California. Nov 82, 76p PC E03, MF E02 **PB83-120543/XCB**
- LBL-14636-CO/CO. Colorado. Nov 82, 80p PC E03, MF E02 **PB83-120550/XCB**
- LBL-14636-CO/CT. Connecticut. Nov 82, 26p PC E02, MF E02 **PB83-120568/XCB**
- LBL-14636-CO/DE. Delaware. Nov 82, 20p PC E02, MF E02 **PB83-120576/XCB**
- LBL-14636-CO/DC. District of Columbia. Nov 82, 18p PC E02, MF E02 **PB83-120584/XCB**
- LBL-14636-CO/FL. Florida. Nov 82, 84p PC E03, MF E02 **PB83-120592/XCB**
- LBL-14636-CO/GA. Georgia. Nov 82, 176p PC E04, MF E02 **PB83-120600/XCB**
- LBL-14636-CO/HI. Hawaii. Nov 82, 22p PC E02, MF E02 **PB83-120618/XCB**
- LBL-14636-CO/ID. Idaho. Nov 82, 60p PC E03, MF E02 **PB83-120626/XCB**
- LBL-14636-CO/IL. Illinois. Nov 82, 120p PC E03, MF E02 **PB83-120634/XCB**
- LBL-14636-CO/IN. Indiana. Nov 82, 110p PC E03, MF E02 **PB83-120642/XCB**
- LBL-14636-CO/IA. Iowa. Nov 82, 116p PC E03, MF E02 **PB83-120659/XCB**
- LBL-14636-CO/KS. Kansas. Nov 82, 122p PC E03, MF E02 **PB83-120667/XCB**
- LBL-14636-CO/KY. Kentucky. Nov 82, 138p PC E04, MF E02 **PB83-120675/XCB**
- LBL-14636-CO/LA. Louisiana. Nov 82, 82p PC E03, MF E02 **PB83-120683/XCB**
- LBL-14636-CO/MD. Maryland. Nov 82, 42p PC E02, MF E02 **PB83-120709/XCB**
- LBL-14636-CO/MA. Massachusetts. Nov 82, 32p PC E02, MF E02 **PB83-120717/XCB**
- LBL-14636-CO/MI. Michigan. Nov 82, 100p PC E03, MF E02 **PB83-120725/XCB**
- LBL-14636-CO/MN. Minnesota. Nov 82, 104p PC E03, MF E02 **PB83-120733/XCB**
- LBL-14636-CO/MS. Mississippi. Nov 82, 100p PC E03, MF E02 **PB83-120741/XCB**
- LBL-14636-CO/MO. Missouri. Nov 82, 126p PC E04, MF E02 **PB83-120758/XCB**
- LBL-14636-CO/MT. Montana. Nov 82, 74p PC E03, MF E02 **PB83-120766/XCB**
- LBL-14636-CO/NE. Nebraska. Nov 82, 110p PC E03, MF E02 **PB83-120774/XCB**
- LBL-14636-CO/NV. Nevada. Nov 82, 34p PC E02, MF E02 **PB83-120782/XCB**
- LBL-14636-CO/NH. New Hampshire. Nov 82, 28p PC E02, MF E02 **PB83-120790/XCB**
- LBL-14636-CO/NM. New Mexico. Nov 82, 50p PC E02, MF E02 **PB83-120816/XCB**
- LBL-14636-CO/NY. New York. Nov 82, 80p PC E03, MF E02 **PB83-120824/XCB**
- LBL-14636-CO/NC. North Carolina. Nov 82, 118p PC E03, MF E02 **PB83-120832/XCB**
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LBL-14636-CO/WY. Wyoming. Nov 82, 40p PC E02, MF E02 **PB83-121004/XCB**

DL-86-00-82-59
Census of Population and Housing, 1980. Report 1A: Population Characteristics, All States by Place.
California Univ., Berkeley. Lawrence Berkeley Lab.
Nov 82, 8604p-in 51 reports*

This series of reports are profiles of population characteristics for named places with 2,500 or more population. The data source is the 1980 Census and detailed information on race, sex, age, households, and certain housing characteristics are provided. Other individual documents are also available:

Keywords: **Populations, Housing studies, Census, Demographic surveys,** States(United States), Households, Demography, Ethnic groups, Characteristics, Sex, Population(Statistics), Age.

Set includes PB83-121020 through PB83-121525.

PB83-121012/XCB PC **E99**/MF **E99**

DL-86-00-82-60
Census of Population and Housing, 1980. Report 1A: Population Characteristics, All States by Place.
California Univ., Berkeley. Lawrence Berkeley Lab.
W. Lee, A. Marcus, and I. Einowski. Nov 82,51 issues

The report contains a profile of population characteristics for 'named places' with 2,500 or more population in the State of Alabama. The data source is the 1980 Census and detailed information on race, sex, age, households, and certain housing characteristics are provided. Other individual documents are also available:

Keywords: **Alabama, Housing studies, Census, Demographic surveys, Populations,** Households, Demography, Ethnic groups, Characteristics, Population(Statistics), Age, Sex.

Sponsored in part by Employment and Training Administration, San Francisco, CA. Region IX.

PB83-121012/XCB PC **E99**/MF **E99**
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LBL-14636-PL/AK. Alaska. Nov 82, 30p PC E02, MF E02 **PB83-121038/XCB**
LBL-14636-PL/AZ. Arizona. Nov 82, 94p PC E03, MF E02 **PB83-121046/XCB**
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LBL-14636-PL/WY. Wyoming. Nov 82, 43p PC E02, MF E02 **PB83-121525/XCB**

DL-86-00-83-01
Job Corps Vocational Education Offerings Review. Executive Summary,
National Office of Job Corps, Washington, DC.
P. E. Rell, and J. D. Lewis. Nov 83, 29p DLETA/JC-84/01/ES

The Executive Summary provides a brief overview of the purpose of the Job Corps vocational training offerings review project and the methods used to collect and analyze data on current and potential Job Corps offerings. The summary contains a list of current Job Corps offerings ranked according to relative effectiveness and a list of potential offerings.

Keywords: **Vocational guidance, Specialized training,** Characteristics, Effectiveness, Employment, Cost analysis, Job Corps, Vocational training.

See also PB84-178995 and PB84-179019.
Also available in set of 9 reports PC E99, PB84-178987.

PB84-179001/XCB PC **A03**/MF **A01**

DL-86-00-83-02
Decennial Census, 1980. Report 2A: Employment and Training Indicators, Mississippi by Place.
California Univ., Berkeley. Lawrence Berkeley Lab.
Aug 83, 116p LBL-14637-2A-PL/MS

The report is a one page profile for specific single geographic areas giving 1980 Census sample data on race, disability, income, education, occupation, industry, and poverty indicators. The report profile was developed to serve the information needs of the Employment and Training Administration; however, it can be used to satisfy other employment and training data requirements. This report series was prepared from data contained in Summary Tape File 3. This is one of five Summary Tape Files the Census Bureau plans to make available from the 1980 Census. A separate report is available for the nation, each state, SMSA's, and the District of Columbia. Write to NTIS Computer Products Group for price list and order form.

Keywords: **Population, Unemployment, Employment, Income, Labor force, Occupation,** Education, Mississippi, Demographic surveys, Poverty, Standard Metropolitan Statistical areas.

See also PB83-121269. Sponsored in part by Employment and Training Administration, San Francisco, CA. Region IX.
Also available in set of 51 reports PC E99/MF E99, PB83-229807.

PB83-230060/XCB PC **E07**/MF **E02**

DL-86-00-83-02
Job Corps Vocational Education Offerings Review. Documentation Report No. 1: FY 1982 Job Corps Vocational Education Offerings and Outcomes,
National Office of Job Corps, Washington, DC.
J. D. Lewis, and W. Hewitt. Sep 83, 186p DLETA/JC-84/01/1

This report provides quantitative summaries of the current status of vocational training in Job Corps. It identifies the training offerings; provides data on short-term outcomes by occupation; compares performance of types of training providers; describes the characteristics of corps members upon enrollment; and describes the geographical distribution of Job Corps Centers and enrollees.

Keywords: **Vocational guidance, Specialized training,** Characteristics, Effectiveness, Employment, Cost analysis, Performance, Job Corps, Vocational training.

See also PB84-179001 and PB84-179027.
Also available in set of 9 reports PC E99, PB84-178987.

PB84-179019/XCB PC **A09**/MF **A01**

DL-86-00-83-03
Job Corps Vocational Education Offerings Review. Documentation Report No. 2: Identification of High Growth Occupations,
National Office of Job Corps, Washington, DC.
J. D. Lewis, and W. Hewitt. Sep 83, 77p DLETA/JC-84/01/2

National employment projections from the Bureau of Labor Statistics' 'National Industry - Occupation Employment Matrix Projections to 1990' were used to prepare this report. These data were combined with information on education and training level required for prospective occupations from the National Occupational Information Coordinating Committee's edition of Vocational Preparation and Occupations. Using these sources, occupations that are suitable for addition to Job Corps were identified and ranked according to the number of job openings projected for the next decade.

Keywords: **Vocational guidance, Specialized training,** Characteristics, Effectiveness, Employment, Cost analysis, Forecasting, Job Corps, Vocational training.

See also PB84-179019 and PB84-179035.
Also available in set of 9 reports PC E99, PB84-178987.

PB84-179027/XCB PC **A05**/MF **A01**

DL-86-00-83-04
Job Corps Vocational Education Offerings Review. Documentation Report No. 3: Assessing Training Requirements for High Demand Occupations Suitable for Job Corps,
National Office of Job Corps, Washington, DC.
J. L. Melton, W. Hewitt, and L. H. Combs. Sep 83, 75p
DLETA/JC-84/01/3

This report identifies (1) high growth occupations in which Job Corps is not currently providing training, (2) high growth occupations in which Job Corps is providing training to a minimal number of students, and (3) information on the training requirements of the occupations that appear feasible for future Job Corps training. Each occupation from the list in Documentation Report No. 2 was evaluated using the following criteria: absolute change in number of jobs is projected to increase 10,000 or more by 1990; percent growth is projected to be at least 18.5%; requires education level of high school or less; requires training time of 2 years or less; employer hiring practices are commensurate with Job Corps students experience, and review by a panel of Job Corps national office staff.

Keywords: **Vocational guidance, Specialized training,** Characteristics, Effectiveness, Employment, Cost analysis, Requirements, Job Corps, Vocational training.

See also PB84-179027 and PB84-179043.
Also available in set of 9 reports PC E99, PB84-178987.

PB84-179035/XCB PC **A04**/MF **A01**

DL-86-00-83-05
Job Corps Vocational Education Offerings Review. Documentation Report No. 4: Cost Analysis,
National Office of Job Corps, Washington, DC.
J. D. Lewis, and W. Hewitt. Sep 83, 70p DLETA/JC-84/01/4

The report analyzes comparative costs for training in each vocational training area offered by Job Corps and analyzes differences in costs among the various training providers for the same occupation. Insufficient data was available to perform a cost/benefit study of each type of vocational training or provider. Cost data from all training providers was compared with outcome data from the Job Corps Management Information System. The two units of analysis chosen to compare costs for each vocational training program were cost per job placement and cost per training year.

Keywords: **Vocational guidance, Specialized training,** Characteristics, Effectiveness, Employment, Cost analysis, Placement, Job Corps, Vocational training.

See also PB84-179035 and PB84-179050.
Also available in set of 9 reports PC E99, PB84-178987.

PB84-179043/XCB PC **A04**/MF **A01**

DL-86-00-83-06
Job Corps Vocational Education Offerings Review. Documentation Report No. 5: Assessment of the Relative Effectiveness of Job Corps Current Training Occupations,
National Office of Job Corps, Washington, DC.
J. D. Lewis, and W. Hewitt. Oct 83, 43p DLETA/JC-84/01/5

The report contains a comparison of the relative effectiveness of the current Job Corps vocational training offerings. Data for training occupations are presented by types of training provider where a difference exists. The review focuses on internal comparisons of vocational offerings; it is not intended as an assessment of the overall effectiveness of the Job Corps vocational program. The method for assessing the occupations included ranking the performance of each occupation according to six criteria chosen and weighted by managers in the U.S. Department of Labor Employment and Training Administration. The criteria were: percent job placed, average wages, cost per training year, cost per job placement, absolute growth 1980-1990, and percent growth 1980-1990. A decile scoring system was used to rate and rank the training occupations.

Keywords: **Vocational guidance, Specialized training,** Characteristics, Effectiveness, Employment, Cost analysis, Salaries, Job Corps, Vocational training.

See also PB84-179043 and PB84-179068.
Also available in set of 9 reports PC E99, PB84-178987.

PB84-179050/XCB PC **A03**/MF **A01**

DL-86-00-83-07
Job Corps Vocational Education Offerings Review. Documentation Report No. 6: Approach to Geographical Distribution of Vocational Training and Training Delivery Methods,
National Office of Job Corps, Washington, DC.
W. Hewitt, J. L. Melton, and L. H. Combs. Sep 83, 52p
DLETA/JC-84/01/6

This report contains information on methods of training for each of the new occupations described in Documentation Report No. 3. The information was developed as a tool to assist training sites in exploring various training delivery options. In addition, the report suggests administrative approaches to decision-making on changes in Job Corps vocational offerings.

Keywords: **Vocational guidance, Specialized training,** Characteristics, Effectiveness, Employment, Cost analysis, Job Corps, Vocational training.

See also PB84-179050 and PB84-179076.
Also available in set of 3 reports PC E99, PB84-178987.

PB84-179068/XCB PC **A04**/MF **A01**

DL-86-00-83-08
Job Corps Vocational Education Offerings Review. Documentation Report No. 7: Continuation of Vocational Education Offerings Review Activity,
National Office of Job Corps, Washington, DC.
W. Hewitt. Sep 83, 11p DLETA/JC-84/01/7

This report provides a summary of the problems encountered in conducting the review and provides suggestions for methods to continue the review activity.

Keywords: **Vocational guidance, Specialized training,** Characteristics, Effectiveness, Employment, Cost analysis, Job Corps, Vocational training.

See also PB84-179068.
Also available in set of 9 reports PC E99, PB84-178987.

PB84-179076/XCB PC **A02**/MF **A01**

DL-86-00-83-09
Job Corps Vocational Education Offerings Review. Final Report,
National Office of Job Corps, Washington, DC.
P. E. Rell, J. D. Lewis, and W. Hewitt. Oct 83, 37p
DLETA/JC-84-01/F

The Final Report presents a summary of the major findings and recommendations from the Job Corps Vocational Education Offerings Review. A summary of the findings from each documentation report is provided.

Keywords: **Vocational guidance, Specialized training,** Characteristics, Effectiveness, Employment, Cost analysis, Job Corps, Vocational training.

See also PB84-179001.
Also available in set of 9 reports PC E99, PB84-178987.

PB84-178995/XCB PC **A03**/MF **A01**

DL-86-00-83-10
UI (Unemployment Insurance) Research Exchange. Unemployment insurance occasional paper.
Employment and Training Administration, Washington, DC. Unemployment Insurance Service.
T. J. Nagy, J. DiSciullo, and R. Crosslin. 1983, 148p*
DLETA/UIS-83/4

This publication, intended to increase the effectiveness of research throughout the unemployment insurance (UI) program, contains a variety of reserch information. Announcements and reports are included on meetings and seminars, and on recent UI legislation and financial developments. A prominent place is given to descriptions of UI research projects--both in progress and completed--conducted or sponsored by the State agencies and the Unemployment Insurance Service. Research data and information sources, methods and tools are discussed. Reviews of books and studies are also included.

Keywords: **Unemployment, Insurance,** Research projects, Project management, Effectiveness, Sources, Unemployment insurance.

See also PB83-148429.

PB84-150325/XCB PC **A07**/MF **A01**

DL-86-00-83-11
Search Unemployment, the Business Cycle and the Stochastic Growth. Final rept. Apr-Dec 83,
Minnesota Univ., Minneapolis. Dept. of Economics.
S. Watanabe. Dec 83, 102p SSRC-SS-27-83-14

A further development of propagation mechanisms has been one of the central issues in equilibrium business cycle theory. While the authors have well worked-out examples of several types of propagation mechanisms, one mechanism still remains to be studied in detail. A propagation mechanism based on an optimal search problem is this. This paper presents a simple and tractable framework in which the authors can work out the implications of an optimal search problem for fluctuations of the unemployment rate, aggregate output and productivity. A general equilibrium model is developed in order to specify a search environment explicitly. It combines an optimal search problem and a 'signal extraction' problem as basic constructs. First, the authors study an economy in which the only source of impulse is given by an economywide information shock impinged on the observation of real returns. Then, they proceed to integrate growth factors with a search model. The parameters of the model are estimated. The restrictions that the model imposes on the joint aggregate processes are tested with the U.S. data.

Keywords: **Economic analysis, Employment,** Labor, Mobility, Productivity, Statistical analysis, Unemployment.

Doctoral thesis.

PB85-125953/XCB PC **A06**/MF **A01**

DL-86-00-83-12
Econometric Analysis of the Stabilization Effectiveness of the Unemployment Insurance Program. Rept. for Jul 82-Sep 83,
Michigan State Univ., East Lansing. Dept. of Economics.
J. M. McGibany. Dec 83, 184p*

The purpose of the study is to estimate the stabilization effectiveness of the Unemployment Insurance (UI) program on the macroeconomy. This is done initially by testing and estimating several versions of a general aggregate demand model over the period 1955-1981 to find and overall measure of stabilization effectiveness, and secondly, by estimating the effectiveness of the program over five recession/recovery periods recognized by the National Bureau of Economic Research. The amount of stabilization effectiveness is defined as the percentage reduction of the estimate of the aggregate demand multiplier on exogenous spending when comparing models with and without the UI program explicitly included. It was found that the UI program accounts for an average of 8%-12% of the reduction of the aggregate demand multiplier over the period. Furthermore, it was found that this measure of effectiveness is nearly equal across recession and recovery. Other studies looking at only recession/recovery periods found that the UI program was an effective stabilizer only in recession. However, these studies neglected to take account of growth in the economy, which caused their estimates in recovery to be underestimated. Finally, the way in which the program is funded when tax payments do not cover benefit payments matters little in the estimation of stabilization effectiveness of the program.

Keywords: **Insurance, Econometric analysis, Unemployment insurance,** Programs, Stabilization, Effectiveness.

Sponsored in part by Social Science Research Council, New York. Doctoral thesis.

PB85-125458/XCB PC **A09**/MF **A01**

DL-86-00-83-13
Improve Career Decision Making,
Employment and Training Administration, Washington, DC.
A. L. Moss, and A. T. Hailey. Feb 83, 91p* MONO-10

The Monograph summarizes the program experience and evaluation data for the Improve Career Decision Making (ICDM) project, from its initiation in October 1980 to the end of FY 1982. The project is still ongoing. The ICDM project marks a major effort to enhance counselor knowledge and awareness of career and labor market information. ICDM's objective is to help counselors help individuals make career decisions that better reflect the realities of the job market. It provides practicing counselors with training on the availability and use of career and labor market information.

Keywords: **Counseling, Decision making,** Personnel development, Specialized training, Career development, Youths, Evaluation.

PB84-190917/XCB PC **A05**/MF **A01**

DL-86-00-83-14
Economic Dislocation: Toward a Practical Conceptual Approach. Final rept.,
Sigma Analytic Systems, Inc., Washington, DC. Missouri Univ., Columbia.
R. L. Crosslin, J. S. Hanna, and D. W. Stevens. Sep 83, 94p

The purpose of this paper is to (1) identify and analyze those personal and economic characteristics associated with labor market distress of dislocated workers compared to non-dislocated workers, and (2) to utilize the analytical results to suggest administratively feasible screens for targeting training and other reemployment assistance resources on those workers 'most in need'. No clear cut definitions of dislocated workers were included in the Job Training and Partnership Act (JTPA) legislation. The study defines economic dislocation as 'permanent job elimination', which has been increasing in the U.S. since the late 1970's. The major reasons cited for causing economic dislocation are (1) rapid technological changes (2) changing relative energy prices (3) increased industrial competition from developing countries and (4) regional shifts in capital investment. Congress recognizing these changes, included a new funding title (III) for dislocated workers in JTPA for 1982.

Keywords: **Dislocated workers, Unemployment insurance, Labor market,** Characteristics, Training, Reemployment, Distress.

Sponsored by Nevada Dept. of Employment Security, Carson City. Prepared in cooperation with Missouri Univ., Columbia.

PB85-191807/XCB PC **A05**/MF **A01**

DL-86-00-83-15
Dictionary of Occupational Titles, 4th Edition.
Data file,
Employment Service, Washington, DC. Office of Technical Support.
R. Horstman. Apr 83, mag tape DOL/DF-83/001

More than 28,800 job titles are in the file. Also included are master titles and definitions, term titles and definitions, glossary terms, and 220 industry designation definitions. Each job definition is rated for estimated interests, aptitudes, general educational development, specific vocational preparation, and temperaments worker traits requirements, and for the physical demands and environmental conditions of the job. The file also includes 6-digit codes of Guide for Occupational Exploration groupings, the 3-digit 1970 Census of Population Occupation codes, and the 4-digit 1977 Standard Occupational Classification codes.

Keywords: **Data file, Job analysis, Classifications, Dictionaries, Occupations,** Industries, Descriptions, Coding, Definitions, Abilities, Qualifications, Education, Aptitudes, Vocational interests, Work measurement, Environments, Magnetic tapes, Skills.

Supersedes PB81-160137.
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PB83-198044/XCB CP **T02**

DL-86-00-83-16
Decennial Census, 1980. Report 2A: Employment and Training Indicators, Alaska by County.
California Univ., Berkeley. Lawrence Berkeley Lab.
Aug 83, 41p LBL-14637-2A-CO/AK

The report is a one page profile for specific single geographic areas giving 1980 Census sample data on race, disability, income, education, occupation, industry, and poverty indicators. The report profile was developed to serve the information needs of the Employment and Training Administration; however, it can be used to satisfy other employment and training data requirements. This report series was prepared from data contained in Summary Tape File 3. This is one of five Summary Tape Files the Census Bureau plans to make available from the 1980 Census. A separate report is available for the nation, each state, SMSA's, and the District of Columbia. Write to NTIS Computer Products Group for price list and order form.

Keywords: **Population, Unemployment, Employment, Income, Labor force, Occupation,** Education, Demographic surveys, Alaska, Counties, Poverty.

See also PB83-120519. Sponsored in part by Employment and Training Administration, San Francisco, CA. Region IX.
Also available in set of 51 reports PC E99/MF E99, PB83-160481.

PB83-160499/XCB PC **E04**/MF **E02**

DL-86-00-83-17
Decennial Census, 1980. Report 2A: Employment and Training Indicators, Alabama by County.
California Univ., Berkeley. Lawrence Berkeley Lab.
Aug 83, 85p LBL-14637-2A-CO/AL

The report is a one page profile for specific single geographic areas giving 1980 Census sample data on race, disability, income, education, occupation, industry, and poverty indicators. The report profile was developed to serve the information needs of the Employment and Training Administration; however, it can be used to satisfy other employment and training data requirements. This report series was prepared from data contained in Summary Tape File 3. This is one of five Summary Tape Files the Census Bureau plans to make available from the 1980 Census. A separate report is available for the nation, each state, SMSA's, and the District of Columbia. Write to NTIS Computer Products Group for price list and order form.

Keywords: **Population, Unemployment, Employment, Income, Labor force, Occupation,** Education, Demographic surveys, Alabama, Counties, Poverty.

See also PB83-120501. Sponsored in part by Employment and Training Administration, San Francisco, CA. Region IX.
Also available in set of 51 reports PC E99/MF E99, PB83-160481.

PB83-160507/XCB PC **E06**/MF **E02**

DL-86-00-83-18
Decennial Census, 1980. Report 2A: Employment and Training Indicators, Arkansas by County.
California Univ., Berkeley. Lawrence Berkeley Lab.
Aug 83, 93p LBL-14637-2A-CO/AR

The report is a one page profile for specific single geographic areas giving 1980 Census sample data on race, disability, income, education, occupation, industry, and poverty indicators. The report profile was developed to serve the information needs of the Employment and Training Administration; however, it can be used to satisfy other employment and training data requirements. This report series was prepared from data contained in Summary Tape File 3. This is one of five Summary Tape Files the Census Bureau plans to make available from the 1980 Census. A separate report is available for the nation, each state, SMSA's, and the District of Columbia. Write to NTIS Computer Products Group for price list and order form.

Keywords: **Population, Unemployment, Employment, Income, Labor force, Occupation,** Education, Demographic surveys, Arkansas, Counties, Poverty.

See also PB83-120535. Sponsored in part by Employment and Training Administration, San Francisco, CA. Region IX.
Also available in set of 51 reports PC E99/MF E99, PB83-160481.

PB83-160515/XCB PC **E06**/MF **E02**

DL-86-00-83-19
Decennial Census, 1980. Report 2A: Employment and Training Indicators, Arizona by County.
California Univ., Berkeley. Lawrence Berkeley Lab.
Aug 83, 33p LBL-14637-2A-CO/AZ

The report is a one page profile for specific single geographic areas giving 1980 Census sample data on race, disability, income, education, occupation, industry, and poverty indicators. The report profile was developed to serve the information needs of the Employment and Training Administration; however, it can be used to satisfy other employment and training data requirements. This report series was prepared from data contained in Summary Tape File 3. This is one of five Summary Tape Files the Census Bureau plans to make available from the 1980 Census. A separate report is available for the nation, each state, SMSA's, and the District of Columbia. Write to NTIS Computer Products Group for price list and order form.

Keywords: **Population, Unemployment, Employment, Income, Labor force, Occupation,** Education, Demographic surveys, Arizona, Counties, Poverty.

See also PB83-120527. Sponsored in part by Employment and Training Administration, San Francisco, CA. Region IX.
Also available in set of 51 reports PC E99/MF E99, PB83-160481.

PB83-160523/XCB PC **E04**/MF **E02**

DL-86-00-83-20
Decennial Census, 1980. Report 2A: Employment and Training Indicators, California by County.
California Univ., Berkeley. Lawrence Berkeley Lab.
Aug 83, 77p LBL-14637-2A-CO/CA

The report is a one page profile for specific single geographic areas giving 1980 Census sample data on race, disability, income, education, occupation, industry, and poverty indicators. The report profile was developed to serve the information needs of the Employment and Training Administration; however, it can be used to satisfy other employment and training data requirements. This report series was prepared from data contained in Summary Tape File 3. This is one of five Summary Tape Files the Census Bureau plans to make available from the 1980 Census. A separate report is available for the nation, each state, SMSA's, and the District of Columbia. Write to NTIS Computer Products Group for price list and order form.

Keywords: **Population, Unemployment, Employment, Income, Labor force, Occupation,** Education, Demographic surveys, California, Counties, Poverty.

See also PB83-120543. Sponsored in part by Employment and Training Administration, San Francisco, CA. Region IX.
Also available in set of 51 reports PC E99/MF E99, PB83-160481.

PB83-160531/XCB PC **E06**/MF **E02**

DL-86-00-83-21
Decennial Census, 1980. Report 2A: Employment and Training Indicators, Colorado by County.
California Univ., Berkeley. Lawrence Berkeley Lab.
Aug 83, 81p LBL-14637-2A-CO/CO

The report is a one page profile for specific single geographic areas giving 1980 Census sample data on race, disability, income, education, occupation, industry, and poverty indicators. The report profile was developed to serve the information needs of the Employment and Training Administration; however, it can be used to satisfy other employment and training data requirements. This report series was prepared from data contained in Summary Tape File 3. This is one of five Summary Tape Files the Census Bureau plans to make available from the 1980 Census. A separate report is available for the nation, each state, SMSA's, and the District of Columbia. Write to NTIS Computer Products Group for price list and order form.

Keywords: **Population, Unemployment, Employment, Income, Labor force, Occupation,** Education, Demographic surveys, Colorado, Counties, Poverty.

See also PB83-120550. Sponsored in part by Employment and Training Administration, San Francisco, CA. Region IX.
Also available in set of 51 reports PC E99/MF E99, PB83-160481.

PB83-160549/XCB PC **E06**/MF **E02**

DL-86-00-83-22
Decennial Census, 1980. Report 2A: Employment and Training Indicators, Connecticut by County.
California Univ., Berkeley. Lawrence Berkeley Lab.
Aug 83, 27p LBL-14637-2A-CO/CT

The report is a one page profile for specific single geographic areas giving 1980 Census sample data on race, disability, income, education, occupation, industry, and poverty indicators. The report profile was developed to serve the information needs of the Employment and Training Administration; however, it can be used to satisfy other employment and training data requirements. This report series was prepared from data contained in Summary Tape File 3. This is one of five Summary Tape Files the Census Bureau plans to make available from the 1980 Census. A separate report is available for the nation, each state, SMSA's, and the District of Columbia. Write to NTIS Computer Products Group for price list and order form.

Keywords: **Population, Unemployment, Employment, Income, Labor force, Occupation,** Education, Demographic surveys, Connecticut, Counties, Poverty.

See also PB83-120568. Sponsored in part by Employment and Training Administration, San Francisco, CA. Region IX.
Also available in set of 51 reports PC E99/MF E99, PB83-160481.

PB83-160556/XCB PC **E04**/MF **E02**

DL-86-00-83-23
Decennial Census, 1980. Report 2A: Employment and Training Indicators, District of Columbia by County.
California Univ., Berkeley. Lawrence Berkeley Lab.
Aug 83, 19p LBL-14637-2A-CO/DC

The report is a one page profile for specific single geographic areas giving 1980 Census sample data on race, disability, income, education, occupation, industry, and poverty indicators. The report profile was developed to serve the information needs of the Employment and Training Administration; however, it can be used to satisfy other employment and training data requirements. This report series was prepared from data contained in Summary Tape File 3. This is one of five Summary Tape Files the Census Bureau plans to make available from the 1980 Census. A separate report is available for the nation, each state, SMSA's, and the District of Columbia. Write to NTIS Computer Products Group for price list and order form.

Keywords: **Population, Unemployment, Employment, Income, Labor force, Occupation,** Education, Demographic surveys, District of Columbia, Counties, Poverty.

See also PB83-120584. Sponsored in part by Employment and Training Administration, San Francisco, CA. Region IX.
Also available in set of 51 reports PC E99/MF E99, PB83-160481.

PB83-160564/XCB PC **E04**/MF **E02**

DL-86-00-83-24
Decennial Census, 1980. Report 2A: Employment and Training Indicators, Delaware by County.
California Univ., Berkeley. Lawrence Berkeley Lab.
Aug 83, 21p LBL-14637-2A-CO/DE

The report is a one page profile for specific single geographic areas giving 1980 Census sample data on race, disability, income, education, occupation, industry, and poverty indicators. The report profile was developed to serve the information needs of the Employment and Training Administration; however, it can be used to satisfy other employment and training data requirements. This report series was prepared from data contained in Summary Tape File 3. This is one of five Summary Tape Files the Census Bureau plans to make available from the 1980 Census. A separate report is available for the nation, each state, SMSA's, and the District of Columbia. Write to NTIS Computer Products Group for price list and order form.

Keywords: **Population, Unemployment, Employment, Income, Labor force, Occupation,** Education, Demographic surveys, Delaware, Counties, Poverty.

See also PB83-120576. Sponsored in part by Employment and Training Administration, San Francisco, CA. Region IX.
Also available in set of 51 reports PC E99/MF E99, PB83-160481.

PB83-160572/XCB PC **E04**/MF **E02**

DL-86-00-83-25
Decennial Census, 1980. Report 2A: Employment and Training Indicators, Florida by County.
California Univ., Berkeley. Lawrence Berkeley Lab.
Aug 83, 85p LBL-14637-2A-CO/FL

The report is a one page profile for specific single geographic areas giving 1980 Census sample data on race, disability, income, education, occupation, industry, and poverty indicators. The report profile was developed to serve the information needs of the Employment and Training Administration; however, it can be used to satisfy other employment and training data requirements. This report series was prepared from data contained in Summary Tape File 3. This is one of five Summary Tape Files the Census Bureau plans to make available from the 1980 Census. A separate report is available for the nation, each state, SMSA's, and the District of Columbia. Write to NTIS Computer Products Group for price list and order form.

Keywords: **Population, Unemployment, Employment, Income, Labor force, Occupation,** Education, Demographic surveys, Florida, Counties, Poverty.

See also PB83-120592. Sponsored in part by Employment and Training Administration, San Francisco, CA. Region IX.
Also available in set of 51 reports PC E99/MF E99, PB83-160481.

PB83-160580/XCB PC **E06**/MF **E02**

DL-86-00-83-26
Decennial Census, 1980. Report 2A: Employment and Training Indicators, Georgia by County.
California Univ., Berkeley. Lawrence Berkeley Lab.
Aug 83, 177p LBL-14637-2A-CO/GA

The report is a one page profile for specific single geographic areas giving 1980 Census sample data on race, disability, income, education, occupation, industry, and poverty indicators. The report profile was developed to serve the information needs of the Employment and Training Administration; however, it can be used to satisfy other employment and training data requirements. This report series was prepared from data contained in Summary Tape File 3. This is one of five Summary Tape Files the Census Bureau plans to make available from the 1980 Census. A separate report is available for the nation, each state, SMSA's, and the District of Columbia. Write to NTIS Computer Products Group for price list and order form.

Keywords: **Population, Unemployment, Employment, Income, Labor force, Occupation,** Education, Demographic surveys, Georgia, Counties, Poverty.

See also PB83-120600. Sponsored in part by Employment and Training Administration, San Francisco, CA. Region IX.
Also available in set of 51 reports PC E99/MF E99, PB83-160481.

PB83-160598/XCB PC **E10**/MF **E02**

DL-86-00-83-27
Decennial Census, 1980. Report 2A: Employment and Training Indicators, Hawaii by County.
California Univ., Berkeley. Lawrence Berkeley Lab.
Aug 83, 23p LBL-14637-2A-CO/HI

The report is a one page profile for specific single geographic areas giving 1980 Census sample data on race, disability, income, education, occupation, industry, and poverty indicators. The report profile was developed to serve the information needs of the Employment and Training Administration; however, it can be used to satisfy other employment and training data requirements. This report series was prepared from data contained in Summary Tape File 3. This is one of five Summary Tape Files the Census Bureau plans to make available from the 1980 Census. A separate report is available for the nation, each state, SMSA's, and the District of Columbia. Write to NTIS Computer Products Group for price list and order form.

Keywords: **Population, Unemployment, Employment, Income, Labor force, Occupation,** Education, Demographic surveys, Hawaii, Counties, Poverty.

See also PB83-120618. Sponsored in part by Employment and Training Administration, San Francisco, CA. Region IX.
Also available in set of 51 reports PC E99/MF E99, PB83-160481.

PB83-160606/XCB PC **E04**/MF **E02**

DL-86-00-83-28
Decennial Census, 1980. Report 2A: Employment and Training Indicators, Iowa by County.
California Univ., Berkeley. Lawrence Berkeley Lab.
Aug 83, 117p LBL-14637-2A-CO/IA

The report is a one page profile for specific single geographic areas giving 1980 Census sample data on race, disability, income, education, occupation, industry, and poverty indicators. The report profile was developed to serve the information needs of the Employment and Training Administration; however, it can be used to satisfy other employment and training data requirements. This report series was prepared from data contained in Summary Tape File 3. This is one of five Summary Tape Files the Census Bureau plans to make available from the 1980 Census. A separate report is available for the nation, each state, SMSA's, and the District of Columbia. Write to NTIS Computer Products Group for price list and order form.

Keywords: **Population, Unemployment, Employment, Income, Labor force, Occupation,** Education, Demographic surveys, Iowa, Counties, Poverty.

See also PB83-120659. Sponsored in part by Employment and Training Administration, San Francisco, CA. Region IX.
Also available in set of 51 reports PC E99/MF E99, PB83-160481.

PB83-160614/XCB PC **E07**/MF **E02**

DL-86-00-83-29
Decennial Census, 1980. Report 2A: Employment and Training Indicators, Idaho by County.
California Univ., Berkeley. Lawrence Berkeley Lab.
Aug 83, 61p LBL-14637-2A-CO/ID

The report is a one page profile for specific single geographic areas giving 1980 Census sample data on race, disability, income, education, occupation, industry, and poverty indicators. The report profile was developed to serve the information needs of the Employment and Training Administration; however, it can be used to satisfy other employment and training data requirements. This report series was prepared from data contained in Summary Tape File 3. This is one of five Summary Tape Files the Census Bureau plans to make available from the 1980 Census. A separate report is available for the nation, each state, SMSA's, and the District of Columbia. Write to NTIS Computer Products Group for price list and order form.

Keywords: **Population, Unemployment, Employment, Income, Labor force, Occupation,** Education, Demographic surveys, Idaho, Counties, Poverty.

See also PB83-120626. Sponsored in part by Employment and Training Administration, San Francisco, CA. Region IX.
Also available in set of 51 reports PC E99/MF E99, PB83-160481.

PB83-160622/XCB PC **E05**/MF **E02**

DL-86-00-83-30
Decennial Census, 1980. Report 2A: Employment and Training Indicators, Illinois by County.
California Univ., Berkeley. Lawrence Berkeley Lab.
Aug 83, 121p LBL-14637-2A-CO/IL

The report is a one page profile for specific single geographic areas giving 1980 Census sample data on race, disability, income, education, occupation, industry, and poverty indicators. The report profile was developed to serve the information needs of the Employment and Training Administration; however, it can be used to satisfy other employment and training data requirements. This report series was prepared from data contained in Summary Tape File 3. This is one of five Summary Tape Files the Census Bureau plans to make available from the 1980 Census. A separate report is available for the nation, each state, SMSA's, and the District of Columbia. Write to NTIS Computer Products Group for price list and order form.

Keywords: **Population, Unemployment, Employment, Income, Labor force, Occupation,** Education, Demographic surveys, Illinois, Counties, Poverty.

See also PB83-120634. Sponsored in part by Employment and Training Administration, San Francisco, CA. Region IX.
Also available in set of 51 reports PC E99/MF E99, PB83-160481.

PB83-160630/XCB PC **E07**/MF **E02**

DL-86-00-83-31
Decennial Census, 1980. Report 2A: Employment and Training Indicators, Indiana by County.
California Univ., Berkeley. Lawrence Berkeley Lab.
Aug 83, 111p LBL-14637-2A-CO/IN

The report is a one page profile for specific single geographic areas giving 1980 Census sample data on race, disability, income, education, occupation, industry, and poverty indicators. The report profile was developed to serve the information needs of the Employment and Training Administration; however, it can be used to satisfy other employment and training data requirements. This report series was prepared from data contained in Summary Tape File 3. This is one of five Summary Tape Files the Census Bureau plans to make available from the 1980 Census. A separate report is available for the nation, each state, SMSA's, and the District of Columbia. Write to NTIS Computer Products Group for price list and order form.

Keywords: **Population, Unemployment, Employment, Income, Labor force, Occupation,** Education, Demographic surveys, Indiana, Counties, Poverty.

See also PB83-120642. Sponsored in part by Employment and Training Administration, San Francisco, CA. Region IX.
Also available in set of 51 reports PC E99/MF E99, PB83-160481.

PB83-160648/XCB PC **E07**/MF **E02**

DL-86-00-83-32
Decennial Census, 1980. Report 2A: Employment and Training Indicators, Kansas by County.
California Univ., Berkeley. Lawrence Berkeley Lab.
Aug 83, 123p LBL-14637-2A-CO/KS

The report is a one page profile for specific single geographic areas giving 1980 Census sample data on race, disability, income, education, occupation, industry, and poverty indicators. The report profile was developed to serve the information needs of the Employment and Training Administration; however, it can be used to satisfy other employment and training data requirements. This report series was prepared from data contained in Summary Tape File 3. This is one of five Summary Tape Files the Census Bureau plans to make available from the 1980 Census. A separate report is available for the nation, each state, SMSA's, and the District of Columbia. Write to NTIS Computer Products Group for price list and order form.

Keywords: **Population, Unemployment, Employment, Income, Labor force, Occupation,** Education, Demographic surveys, Kansas, Counties, Poverty.

See also PB83-120667. Sponsored in part by Employment and Training Administration, San Francisco, CA. Region IX.
Also available in set of 51 reports PC E99/MF E99, PB83-160481.

PB83-160655/XCB PC **E07**/MF **E02**

DL-86-00-83-33
Decennial Census, 1980. Report 2A: Employment and Training Indicators, Kentucky by County.
California Univ., Berkeley. Lawrence Berkeley Lab.
Aug 83, 139p LBL-14637-2A-CO/KY

The report is a one page profile for specific single geographic areas giving 1980 Census sample data on race, disability, income, education, occupation, industry, and poverty indicators. The report profile was developed to serve the information needs of the Employment and Training Administration; however, it can be used to satisfy other employment and training data requirements. This report series was prepared from data contained in Summary Tape File 3. This is one of five Summary Tape Files the Census Bureau plans to make available from the 1980 Census. A separate report is available for the nation, each state, SMSA's, and the District of Columbia. Write to NTIS Computer Products Group for price list and order form.

Keywords: **Population, Unemployment, Employment, Income, Labor force, Occupation,** Education, Demographic surveys, Kentucky, Counties, Poverty.

See also PB83-120675. Sponsored in part by Employment and Training Administration, San Francisco, CA. Region IX.
Also available in set of 51 reports PC E99/MF E99, PB83-160481.

PB83-160663/XCB PC **E08**/MF **E02**

DL-86-00-83-34
Decennial Census, 1980. Report 2A: Employment and Training Indicators, Louisiana by County.
California Univ., Berkeley. Lawrence Berkeley Lab.
Aug 83, 83p LBL-14637-2A-CO/LA

The report is a one page profile for specific single geographic areas giving 1980 Census sample data on race, disability, income, education, occupation, industry, and poverty indicators. The report profile was developed to serve the information needs of the Employment and Training Administration; however, it can be used to satisfy other employment and training data requirements. This report series was prepared from data contained in Summary Tape File 3. This is one of five Summary Tape Files the Census Bureau plans to make available from the 1980 Census. A separate report is available for the nation, each state, SMSA's, and the District of Columbia. Write to NTIS Computer Products Group for price list and order form.

Keywords: **Population, Unemployment, Employment, Income, Labor force, Occupation,** Education, Demographic surveys, Louisiana, Counties, Poverty.

See also PB83-120683. Sponsored in part by Employment and Training Administration, San Francisco, CA. Region IX.
Also available in set of 51 reports PC E99/MF E99, PB83-160481.

PB83-160671/XCB PC **E06**/MF **E02**

DL-86-00-83-35
Decennial Census, 1980. Report 2A: Employment and Training Indicators, Massachusetts by County.
California Univ., Berkeley. Lawrence Berkeley Lab.
Aug 83, 33p LBL-14637-2A-CO/MA

The report is a one page profile for specific single geographic areas giving 1980 Census sample data on race, disability, income, education, occupation, industry, and poverty indicators. The report profile was developed to serve the information needs of the Employment and Training Administration; however, it can be used to satisfy other employment and training data requirements. This report series was prepared from data contained in Summary Tape File 3. This is one of five Summary Tape Files the Census Bureau plans to make available from the 1980 Census. A separate report is available for the nation, each state, SMSA's, and the District of Columbia. Write to NTIS Computer Products Group for price list and order form.

Keywords: **Population, Unemployment, Employment, Income, Labor force, Occupation,** Education, Demographic surveys, Massachusetts, Counties, Poverty.

See also PB83-120717. Sponsored in part by Employment and Training Administration, San Francisco, CA. Region IX.
Also available in set of 51 reports PC E99/MF E99, PB83-160481.

PB83-160689/XCB PC **E04**/MF **E02**

DL-86-00-83-36
Decennial Census, 1980. Report 2A: Employment and Training Indicators, Maryland by County.
California Univ., Berkeley. Lawrence Berkeley Lab.
Aug 83, 43p LBL-14637-2A-CO/MD

The report is a one page profile for specific single geographic areas giving 1980 Census sample data on race, disability, income, education, occupation, industry, and poverty indicators. The report profile was developed to serve the information needs of the Employment and Training Administration; however, it can be used to satisfy other employment and training data requirements. This report series was prepared from data contained in Summary Tape File 3. This is one of five Summary Tape Files the Census Bureau plans to make available from the 1980 Census. A separate report is available for the nation, each state, SMSA's, and the District of Columbia. Write to NTIS Computer Products Group for price list and order form.

Keywords: **Population, Unemployment, Employment, Income, Labor force, Occupation,** Education, Demographic surveys, Maryland, Counties, Poverty.

See also PB83-120709. Sponsored in part by Employment and Training Administration, San Francisco, CA. Region IX.
Also available in set of 51 reports PC E99/MF E99, PB83-160481.

PB83-160697/XCB PC **E04**/MF **E02**

DL-86-00-83-37
Decennial Census, 1980. Report 2A: Employment and Training Indicators, Maine by County.
California Univ., Berkeley. Lawrence Berkeley Lab.
Aug 83, 35p LBL-14637-2A-CO/ME

The report is a one page profile for specific single geographic areas giving 1980 Census sample data on race, disability, income, education, occupation, industry, and poverty indicators. The report profile was developed to serve the information needs of the Employment and Training Administration; however, it can be used to satisfy other employment and training data requirements. This report series was prepared from data contained in Summary Tape File 3. This is one of five Summary Tape Files the Census Bureau plans to make available from the 1980 Census. A separate report is available for the nation, each state, SMSA's, and the District of Columbia. Write to NTIS Computer Products Group for price list and order form.

Keywords: **Population, Unemployment, Employment, Income, Labor force, Occupation,** Education, Demographic surveys, Maine, Counties, Poverty.

See also PB83-120691. Sponsored in part by Employment and Training Administration, San Francisco, CA. Region IX.
Also available in set of 51 reports PC E99/MF E99, PB83-160481

PB83-160705/XCB PC **E04**/MF **E02**

DL-86-00-83-38
Decennial Census, 1980. Report 2A: Employment and Training Indicators, Michigan by County.
California Univ., Berkeley. Lawrence Berkeley Lab.
Aug 83, 101p LBL-14637-2A-CO/MI

The report is a one page profile for specific single geographic areas giving 1980 Census sample data on race, disability, income, education, occupation, industry, and poverty indicators. The report profile was developed to serve the information needs of the Employment and Training Administration; however, it can be used to satisfy other employment and training data requirements. This report series was prepared from data contained in Summary Tape File 3. This is one of five Summary Tape Files the Census Bureau plans to make available from the 1980 Census. A separate report is available for the nation, each state, SMSA's, and the District of Columbia. Write to NTIS Computer Products Group for price list and order form.

Keywords: **Population, Unemployment, Employment, Income, Labor force, Occupation,** Education, Demographic surveys, Michigan, Counties, Poverty.

See also PB83-120725. Sponsored in part by Employment and Training Administration, San Francisco, CA. Region IX.
Also available in set of 51 reports PC E99/MF E99, PB83-160481.

PB83-160713/XCB PC **E07**/MF **E02**

DL-86-00-83-39
Decennial Census, 1980. Report 2A: Employment and Training Indicators, Minnesota by County.
California Univ., Berkeley. Lawrence Berkeley Lab.
Aug 83, 105p LBL-14637-2A-CO/MN

The report is a one page profile for specific single geographic areas giving 1980 Census sample data on race, disability, income, education, occupation, industry, and poverty indicators. The report profile was developed to serve the information needs of the Employment and Training Administration; however, it can be used to satisfy other employment and training data requirements. This report series was prepared from data contained in Summary Tape File 3. This is one of five Summary Tape Files the Census Bureau plans to make available from the 1980 Census. A separate report is available for the nation, each state, SMSA's, and the District of Columbia. Write to NTIS Computer Products Group for price list and order form.

Keywords: **Population, Unemployment, Employment, Income, Labor force, Occupation,** Education, Demographic surveys, Minnesota, Counties, Poverty.

See also PB83-120733. Sponsored in part by Employment and Training Administration, San Francisco, CA. Region IX.
Also available in set of 51 reports PC E99/MF E99, PB83-160481.

PB83-160721/XCB PC **E07**/MF **E02**

DL-86-00-83-40
Decennial Census, 1980. Report 2A: Employment and Training Indicators, Missouri by County.
California Univ., Berkeley. Lawrence Berkeley Lab.
Aug 83, 127p LBL-14637-2A-CO/MO

The report is a one page profile for specific single geographic areas giving 1980 Census sample data on race, disability, income, education, occupation, industry, and poverty indicators. The report profile was developed to serve the information needs of the Employment and Training Administration; however, it can be used to satisfy other employment and training data requirements. This report series was prepared from data contained in Summary Tape File 3. This is one of five Summary Tape Files the Census Bureau plans to make available from the 1980 Census. A separate report is available for the nation, each state, SMSA's, and the District of Columbia. Write to NTIS Computer Products Group for price list and order form.

Keywords: **Population, Unemployment, Employment, Income, Labor force, Occupation,** Education, Demographic surveys, Missouri, Counties, Poverty.

See also PB83-120758. Sponsored in part by Employment and Training Administration, San Francisco, CA. Region IX.
Also available in set of 51 reports PC E99/MF E99, PB83-160481.

PB83-160739/XCB PC **E08**/MF **E02**

DL-86-00-83-41
Decennial Census, 1980. Report 2A: Employment and Training Indicators, Mississippi by County.
California Univ., Berkeley. Lawrence Berkeley Lab.
Aug 83, 101p LBL-14637-2A-CO/MS

The report is a one page profile for specific single geographic areas giving 1980 Census sample data on race, disability, income, education, occupation, industry, and poverty indicators. The report profile was developed to serve the information needs of the Employment and Training Administration; however, it can be used to satisfy other employment and training data requirements. This report series was prepared from data contained in Summary Tape File 3. This is one of five Summary Tape Files the Census Bureau plans to make available from the 1980 Census. A separate report is available for the nation, each state, SMSA's, and the District of Columbia. Write to NTIS Computer Products Group for price list and order form.

Keywords: **Population, Unemployment, Employment, Income, Labor force, Occupation,** Education, Demographic surveys, Mississippi, Counties, Poverty.

See also PB83-120741. Sponsored in part by Employment and Training Administration, San Francisco, CA. Region IX.
Also available in set of 51 reports PC E99/MF E99, PB83-160481.

PB83-160747/XCB PC **E07**/MF **E02**

DL-86-00-83-42
Decennial Census, 1980. Report 2A: Employment and Training Indicators, Montana by County.
California Univ., Berkeley. Lawrence Berkeley Lab.
Aug 83, 75p LBL-14637-2A-CO/MT.

The report is a one page profile for specific single geographic areas giving 1980 Census sample data on race, disability, income, education, occupation, industry, and poverty indicators. The report profile was developed to serve the information needs of the Employment and Training Administration; however, it can be used to satisfy other employment and training data requirements. This report series was prepared from data contained in Summary Tape File 3. This is one of five Summary Tape Files the Census Bureau plans to make available from the 1980 Census. A separate report is available for the nation, each state, SMSA's, and the District of Columbia. Write to NTIS Computer Products Group for price list and order form.

Keywords: **Population, Unemployment, Employment, Income, Labor force, Occupation,** Education, Demographic surveys, Montana, Counties, Poverty.

See also PB83-120766. Sponsored in part by Employment and Training Administration, San Francisco, CA. Region IX.
Also available in set of 51 reports PC E99/MF E99, PB83-160481.

PB83-160754/XCB PC **E05**/MF **E02**

DL-86-00-83-43
Decennial Census, 1980. Report 2A: Employment and Training Indicators, North Carolina by County.
California Univ., Berkeley. Lawrence Berkeley Lab.
Aug 83, 119p LBL-14637-2A-CO/NC

The report is a one page profile for specific single geographic areas giving 1980 Census sample data on race, disability, income, education, occupation, industry, and poverty indicators. The report profile was developed to serve the information needs of the Employment and Training Administration; however, it can be used to satisfy other employment and training data requirements. This report series was prepared from data contained in Summary Tape File 3. This is one of five Summary Tape Files the Census Bureau plans to make available from the 1980 Census. A separate report is available for the nation, each state, SMSA's, and the District of Columbia. Write to NTIS Computer Products Group for price list and order form.

Keywords: **Population, Unemployment, Employment, Income, Labor force, Occupation,** Education, Demographic surveys, North Carolina, Counties, Poverty.

See also PB83-120832. Sponsored in part by Employment and Training Administration, San Francisco, CA. Region IX.
Also available in set of 51 reports PC E99/MF E99, PB83-160481.

PB83-160762/XCB PC **E07**/MF **E02**

DL-86-00-83-44
Decennial Census, 1980. Report 2A: Employment and Training Indicators, North Dakota by County.
California Univ., Berkeley. Lawrence Berkeley Lab.
Aug 83, 71p LBL-14637-2A-CO/ND

The report is a one page profile for specific single geographic areas giving 1980 Census sample data on race, disability, income, education, occupation, industry, and poverty indicators. The report profile was developed to serve the information needs of the Employment and Training Administration; however, it can be used to satisfy other employment and training data requirements. This report series was prepared from data contained in Summary Tape File 3. This is one of five Summary Tape Files the Census Bureau plans to make available from the 1980 Census. A separate report is available for the nation, each state, SMSA's, and the District of Columbia. Write to NTIS Computer Products Group for price list and order form.

Keywords: **Population, Unemployment, Employment, Income, Labor force, Occupation,** Education, Demographic surveys, North Dakota, Counties, Poverty.

See also PB83-120840. Sponsored in part by Employment and Training Administration, San Francisco, CA. Region IX.
Also available in set of 51 reports PC E99/MF E99, PB83-160481.

PB83-160770/XCB PC **E05**/MF **E02**

DL-86-00-83-45
Decennial Census, 1980. Report 2A: Employment and Training Indicators, Nebraska by County.
California Univ., Berkeley. Lawrence Berkeley Lab.
Aug 83, 111p LBL-14637-2A-CO/NE

The report is a one page profile for specific single geographic areas giving 1980 Census sample data on race, disability, income, education, occupation, industry, and poverty indicators. The report profile was developed to serve the information needs of the Employment and Training Administration; however, it can be used to satisfy other employment and training data requirements. This report series was prepared from data contained in Summary Tape File 3. This is one of five Summary Tape Files the Census Bureau plans to make available from the 1980 Census. A separate report is available for the nation, each state, SMSA's, and the District of Columbia. Write to NTIS Computer Products Group for price list and order form.

Keywords: **Population, Unemployment, Employment, Income, Labor force, Occupation,** Education, Demographic surveys, Nebraska, Counties, Poverty.

See also PB83-120774. Sponsored in part by Employment and Training Administration, San Francisco, CA. Region IX.
Also available in set of 51 reports PC E99/MF E99, PB83-160481.

PB83-160788/XCB PC **E07**/MF **E02**

DL-86-00-83-46
Decennial Census, 1980. Report 2A: Employment and Training Indicators, New Hampshire by County.
California Univ., Berkeley. Lawrence Berkeley Lab.
Aug 83, 29p LBL-14637-2A-CO/NH

The report is a one page profile for specific single geographic areas giving 1980 Census sample data on race, disability, income, education, occupation, industry, and poverty indicators. The report profile was developed to serve the information needs of the Employment and Training Administration; however, it can be used to satisfy other employment and training data requirements. This report series was prepared from data contained in Summary Tape File 3. This is one of five Summary Tape Files the Census Bureau plans to make available from the 1980 Census. A separate report is available for the nation, each state, SMSA's, and the District of Columbia. Write to NTIS Computer Products Group for price list and order form.

Keywords: **Population, Unemployment, Employment, Income, Labor force, Occupation,** Education, Demographic surveys, New Hampshire, Counties, Poverty.

See also PB83-120790. Sponsored in part by Employment and Training Administration, San Francisco, CA. Region IX.
Also available in set of 51 reports PC E99/MF E99, PB83-160481.

PB83-160796/XCB PC **E04**/MF **E02**

DL-86-00-83-47
Decennial Census, 1980. Report 2A: Employment and Training Indicators, New Jersey by County.
California Univ., Berkeley. Lawrence Berkeley Lab.
Aug 83, 39p LBL-14637-2A-CO/NJ

The report is a one page profile for specific single geographic areas giving 1980 Census sample data on race, disability, income, education, occupation, industry, and poverty indicators. The report profile was developed to serve the information needs of the Employment and Training Administration; however, it can be used to satisfy other employment and training data requirements. This report series was prepared from data contained in Summary Tape File 3. This is one of five Summary Tape Files the Census Bureau plans to make available from the 1980 Census. A separate report is available for the nation, each state, SMSA's, and the District of Columbia. Write to NTIS Computer Products Group for price list and order form.

Keywords: **Population, Unemployment, Employment, Income, Labor force, Occupation,** Education, Demographic surveys, New Jersey, Counties, Poverty.

See also PB83-120808. Sponsored in part by Employment and Training Administration, San Francisco, CA. Region IX.
Also available in set of 51 reports PC E99/MF E99, PB83-160481.

PB83-160804/XCB PC **E04**/MF **E02**

DL-86-00-83-48
Decennial Census, 1980. Report 2A: Employment and Training Indicators, New Mexico by County.
California Univ., Berkeley. Lawrence Berkeley Lab.
Aug 83, 51p LBL-14637-2A-CO/NM

The report is a one page profile for specific single geographic areas giving 1980 Census sample data on race, disability, income, education, occupation, industry, and poverty indicators. The report profile was developed to serve the information needs of the Employment and Training Administration; however, it can be used to satisfy other employment and training data requirements. This report series was prepared from data contained in Summary Tape File 3. This is one of five Summary Tape Files the Census Bureau plans to make available from the 1980 Census. A separate report is available for the nation, each state, SMSA's, and the District of Columbia. Write to NTIS Computer Products Group for price list and order form.

Keywords: **Population, Unemployment, Employment, Income, Labor force, Occupation,** Education, Demographic surveys, New Mexico, Counties, Poverty.

See also PB83-120816. Sponsored in part by Employment and Training Administration, San Francisco, CA. Region IX.
Also available in set of 51 reports PC E99/MF E99, PB83-160481.

PB83-160812/XCB PC **E05**/MF **E02**

DL-86-00-83-49
Decennial Census, 1980. Report 2A: Employment and Training Indicators, Nevada by County.
California Univ., Berkeley. Lawrence Berkeley Lab.
Aug 83, 35p LBL-14637-2A-CO/NV

The report is a one page profile for specific single geographic areas giving 1980 Census sample data on race, disability, income, education, occupation, industry, and poverty indicators. The report profile was developed to serve the information needs of the Employment and Training Administration; however, it can be used to satisfy other employment and training data requirements. This report series was prepared from data contained in Summary Tape File 3. This is one of five Summary Tape Files the Census Bureau plans to make available from the 1980 Census. A separate report is available for the nation, each state, SMSA's, and the District of Columbia. Write to NTIS Computer Products Group for price list and order form.

Keywords: **Population, Unemployment, Employment, Income, Labor force, Occupation,** Education, Demographic surveys, Nevada, Counties, Poverty.

See also PB83-120782. Sponsored in part by Employment and Training Administration, San Francisco, CA. Region IX.
Also available in set of 51 reports PC E99/MF E99, PB83-160481.

PB83-160820/XCB PC **E04**/MF **E02**

DL-86-00-83-50
Decennial Census, 1980. Report 2A: Employment and Training Indicators, New York by County.
California Univ., Berkeley. Lawrence Berkeley Lab.
Aug 83, 81p LBL-14637-2A-CO/NY

The report is a one page profile for specific single geographic areas giving 1980 Census sample data on race, disability, income, education, occupation, industry, and poverty indicators. The report profile was developed to serve the information needs of the Employment and Training Administration; however, it can be used to satisfy other employment and training data requirements. This report series was prepared from data contained in Summary Tape File 3. This is one of five Summary Tape Files the Census Bureau plans to make available from the 1980 Census. A separate report is available for the nation, each state, SMSA's, and the District of Columbia. Write to NTIS Computer Products Group for price list and order form.

Keywords: **Population, Unemployment, Employment, Income, Labor force, Occupation,** Education, Demographic surveys, New York, Counties, Poverty.

See also PB83-120824. Sponsored in part by Employment and Training Administration, San Francisco, CA. Region IX.
Also available in set of 51 reports PC E99/MF E99, PB83-160481.

PB83-160838/XCB PC **E06**/MF **E02**

DL-86-00-83-51
Decennial Census, 1980. Report 2A: Employment and Training Indicators, Ohio by County.
California Univ., Berkeley. Lawrence Berkeley Lab.
Aug 83, 107p LBL-14637-2A-CO/OH

The report is a one page profile for specific single geographic areas giving 1980 Census sample data on race, disability, income, education, occupation, industry, and poverty indicators. The report profile was developed to serve the information needs of the Employment and Training Administration; however, it can be used to satisfy other employment and training data requirements. This report series was prepared from data contained in Summary Tape File 3. This is one of five Summary Tape Files the Census Bureau plans to make available from the 1980 Census. A separate report is available for the nation, each state, SMSA's, and the District of Columbia. Write to NTIS Computer Products Group for price list and order form.

Keywords: **Population, Unemployment, Employment, Income, Labor force, Occupation,** Education, Demographic surveys, Ohio, Counties, Poverty.

See also PB83-120857. Sponsored in part by Employment and Training Administration, San Francisco, CA. Region IX.
Also available in set of 51 reports PC E99/MF E99, PB83-160481.

PB83-160846/XCB PC **E07**/MF **E02**

DL-86-00-83-52
Decennial Census, 1980. Report 2A: Employment and Training Indicators, Oklahoma by County.
California Univ., Berkeley. Lawrence Berkeley Lab.
Aug 83, 95p LBL-14637-2A-CO/OK

The report is a one page profile for specific single geographic areas giving 1980 Census sample data on race, disability, income, education, occupation, industry, and poverty indicators. The report profile was developed to serve the information needs of the Employment and Training Administration; however, it can be used to satisfy other employment and training data requirements. This report series was prepared from data contained in Summary Tape File 3. This is one of five Summary Tape Files the Census Bureau plans to make available from the 1980 Census. A separate report is available for the nation, each state, SMSA's, and the District of Columbia. Write to NTIS Computer Products Group for price list and order form.

Keywords: **Population, Unemployment, Employment, Income, Labor force, Occupation,** Education, Demographic surveys, Oklahoma, Counties, Poverty.

See also PB83-120865. Sponsored in part by Employment and Training Administration, San Francisco, CA. Region IX.
Also available in set of 51 reports PC E99/MF E99, PB83-160481.

PB83-160853/XCB PC **E06**/MF **E02**

DL-86-00-83-53
Decennial Census, 1980. Report 2A: Employment and Training Indicators, Oregon by County.
California Univ., Berkeley. Lawrence Berkeley Lab.
Aug 83, 47p LBL-14637-2A-CO/OR

The report is a one page profile for specific single geographic areas giving 1980 Census sample data on race, disability, income, education, occupation, industry, and poverty indicators. The report profile was developed to serve the information needs of the Employment and Training Administration; however, it can be used to satisfy other employment and training data requirements. This report series was prepared from data contained in Summary Tape File 3. This is one of five Summary Tape Files the Census Bureau plans to make available from the 1980 Census. A separate report is available for the nation, each state, SMSA's, and the District of Columbia. Write to NTIS Computer Products Group for price list and order form.

Keywords: **Population, Unemployment, Employment, Income, Labor force, Occupation,** Education, Demographic surveys, Oregon, Counties, Poverty.

See also PB83-120873. Sponsored in part by Employment and Training Administration, San Francisco, CA. Region IX.
Also available in set of 51 reports PC E99/MF E99, PB83-160481.

PB83-160861/XCB PC **E04**/MF **E02**

DL-86-00-83-54
Decennial Census, 1980. Report 2A: Employment and Training Indicators, Pennsylvania by County.
California Univ., Berkeley. Lawrence Berkeley Lab.
Aug 83, 85p LBL-14637-2A-CO/PA

The report is a one page profile for specific single geographic areas giving 1980 Census sample data on race, disability, income, education, occupation, industry, and poverty indicators. The report profile was developed to serve the information needs of the Employment and Training Administration; however, it can be used to satisfy other employment and training data requirements. This report series was prepared from data contained in Summary Tape File 3. This is one of five Summary Tape Files the Census Bureau plans to make available from the 1980 Census. A separate report is available for the nation, each state, SMSA's, and the District of Columbia. Write to NTIS Computer Products Group for price list and order form.

Keywords: **Population, Unemployment, Employment, Income, Labor force, Occupation,** Education, Demographic surveys, Pennsylvania, Counties, Poverty.

See also PB83-120881. Sponsored in part by Employment and Training Administration, San Francisco, CA. Region IX.

Also available in set of 51 reports PC E99/MF E99, PB83-160481.

PB83-160879/XCB PC **E06**/MF **E02**

DL-86-00-83-55
Decennial Census, 1980. Report 2A: Employment and Training Indicators, Rhode Island by County.
California Univ., Berkeley. Lawrence Berkeley Lab.
Aug 83, 23p LBL-14637-2A-CO/RI

The report is a one page profile for specific single geographic areas giving 1980 Census sample data on race, disability, income, education, occupation, industry, and poverty indicators. The report profile was developed to serve the information needs of the Employment and Training Administration; however, it can be used to satisfy other employment and training data requirements. This report series was prepared from data contained in Summary Tape File 3. This is one of five Summary Tape Files the Census Bureau plans to make available from the 1980 Census. A separate report is available for the nation, each state, SMSA's, and the District of Columbia. Write to NTIS Computer Products Group for price list and order form.

Keywords: **Population, Unemployment, Employment, Income, Labor force, Occupation,** Education, Demographic surveys, Rhode Island, Counties, Poverty.

See also PB83-120899. Sponsored in part by Employment and Training Administration, San Francisco, CA. Region IX.
Also available in set of 51 reports PC E99/MF E99, PB83-160481.

PB83-160887/XCB PC **E04**/MF **E02**

DL-86-00-83-56
Decennial Census, 1980. Report 2A: Employment and Training Indicators, South Carolina by County.
California Univ., Berkeley. Lawrence Berkeley Lab.
Aug 83, 65p LBL-14637-2A-CO/SC

The report is a one page profile for specific single geographic areas giving 1980 Census sample data on race, disability, income, education, occupation, industry, and poverty indicators. The report profile was developed to serve the information needs of the Employment and Training Administration; however, it can be used to satisfy other employment and training data requirements. This report series was prepared from data contained in Summary Tape File 3. This is one of five Summary Tape Files the Census Bureau plans to make available from the 1980 Census. A separate report is available for the nation, each state, SMSA's, and the District of Columbia. Write to NTIS Computer Products Group for price list and order form.

Keywords: **Population, Unemployment, Employment, Income, Labor force, Occupation,** Education, Demographic surveys, South Carolina, Counties, Poverty.

See also PB83-120907. Sponsored in part by Employment and Training Administration, San Francisco, CA. Region IX.
Also available in set of 51 reports PC E99/MF E99, PB83-160481.

PB83-160895/XCB PC **E05**/MF **E02**

DL-86-00-83-57
Decennial Census, 1980. Report 2A: Employment and Training Indicators, South Dakota by County.
California Univ., Berkeley. Lawrence Berkeley Lab.
Aug 83, 85p LBL-14637-2A-CO/SD

The report is a one page profile for specific single geographic areas giving 1980 Census sample data on race, disability, income, education, occupation, industry, and poverty indicators. The report profile was developed to serve the information needs of the Employment and Training Administration; however, it can be used to satisfy other employment and training data requirements. This report series was prepared from data contained in Summary Tape File 3. This is one of five Summary Tape Files the Census Bureau plans to make available from the 1980 Census. A separate report is available for the nation, each state, SMSA's, and the District of Columbia. Write to NTIS Computer Products Group for price list and order form.

Keywords: **Population, Unemployment, Employment, Income, Labor force, Occupation,** Education, Demographic surveys, South Dakota, Counties, Poverty.

See also PB83-120915. Sponsored in part by Employment and Training Administration, San Francisco, CA. Region IX.
Also available in set of 51 reports PC E99/MF E99, PB83-160481.

PB83-160903/XCB PC **E06**/MF **E02**

DL-86-00-83-58
Decennial Census, 1980. Report 2A: Employment and Training Indicators, Tennessee by County.
California Univ., Berkeley. Lawrence Berkeley Lab.
Aug 83, 113p LBL-14637-2A-CO/TN

The report is a one page profile for specific single geographic areas giving 1980 Census sample data on race, disability, income, education, occupation, industry, and poverty indicators. The report profile was developed to serve the information needs of the Employment and Training Administration; however, it can be used to satisfy other employment and training data requirements. This report series was prepared from data contained in Summary Tape File 3. This is one of five Summary Tape Files the Census Bureau plans to make available from the 1980 Census. A separate report is available for the nation, each state, SMSA's, and the District of Columbia. Write to NTIS Computer Products Group for price list and order form.

Keywords: **Population, Unemployment, Employment, Income, Labor force, Occupation,** Education, Demographic surveys, Tennessee, Counties, Poverty.

See also PB83-120923. Sponsored in part by Employment and Training Administration, San Francisco, CA. Region IX.
Also available in set of 51 reports PC E99/MF E99, PB83-160481.

PB83-160911/XCB PC **E07**/MF **E02**

DL-86-00-83-59
Decennial Census, 1980. Report 2A: Employment and Training Indicators, Texas by County.
California Univ., Berkeley. Lawrence Berkeley Lab.
Aug 83, 273p LBL-14637-2A-CO/TX

The report is a one page profile for specific single geographic areas giving 1980 Census sample data on race, disability, income, education, occupation, industry, and poverty indicators. The report profile was developed to serve the information needs of the Employment and Training Administration; however, it can be used to satisfy other employment and training data requirements. This report series was prepared from data contained in Summary Tape File 3. This is one of five Summary Tape Files the Census Bureau plans to make available from the 1980 Census. A separate report is available for the nation, each state, SMSA's, and the District of Columbia. Write to NTIS Computer Products Group for price list and order form.

Keywords: **Population, Unemployment, Employment, Income, Labor force, Occupation,** Education, Demographic surveys, Texas, Counties, Poverty.

See also PB83-120931. Sponsored in part by Employment and Training Administration, San Francisco, CA. Region IX.
Also available in set of 51 reports PC E99/MF E99, PB83-160481.

PB83-160929/XCB PC **E12**/MF **E02**

DL-86-00-83-60
Decennial Census, 1980. Report 2A: Employment and Training Indicators, Utah by County.
California Univ., Berkeley. Lawrence Berkeley Lab.
Aug 83, 47p LBL-14637-2A-CO/UT

The report is a one page profile for specific single geographic areas giving 1980 Census sample data on race, disability, income, education, occupation, industry, and poverty indicators. The report profile was developed to serve the information needs of the Employment and Training Administration; however, it can be used to satisfy other employment and training data requirements. This report series was prepared from data contained in Summary Tape File 3. This is one of five Summary Tape Files the Census Bureau plans to make available from the 1980 Census. A separate report is available for the nation, each state, SMSA's, and the District of Columbia. Write to NTIS Computer Products Group for price list and order form.

Keywords: **Population, Unemployment, Employment, Income, Labor force, Occupation,** Education, Demographic surveys, Utah, Counties, Poverty.

See also PB83-120949. Sponsored in part by Employment and Training Administration, San Francisco, CA. Region IX.
Also available in set of 51 reports PC E99/MF E99, PB83-160481.

PB83-160937/XCB PC **E04**/MF **E02**

DL-86-00-83-61
Decennial Census, 1980. Report 2A: Employment and Training Indicators, Vermont by County.
California Univ., Berkeley. Lawrence Berkeley Lab.
Aug 83, 33p LBL-14637-2A-CO/VT

The report is a one page profile for specific single geographic areas giving 1980 Census sample data on race, disability, income, education, occupation, industry, and poverty indicators. The report profile was developed to serve the information needs of the Employment and Training Administration; however, it can be used to satisfy other employment and training data requirements. This report series was prepared from data contained in Summary Tape File 3. This is one of five Summary Tape Files the Census Bureau plans to make available from the 1980 Census. A separate report is available for the nation, each state, SMSA's, and the District of Columbia. Write to NTIS Computer Products Group for price list and order form.

Keywords: **Population, Unemployment, Employment, Income, Labor force, Occupation,** Education, Demographic surveys, Vermont, Counties, Poverty.

See also PB83-120956. Sponsored in part by Employment and Training Administration, San Francisco, CA. Region IX.
Also available in set of 51 reports PC E99/MF E99, PB83-160481.

PB83-160952/XCB PC **E04**/MF **E02**

DL-86-00-83-62
Decennial Census, 1980. Report 2A: Employment and Training Indicators, Virginia by County.
California Univ., Berkeley. Lawrence Berkeley Lab.
Aug 83, 155p LBL-14637-2A-CO/VA

The report is a one page profile for specific single geographic areas giving 1980 Census sample data on race, disability, income, education, occupation, industry, and poverty indicators. The report profile was developed to serve the information needs of the Employment and Training Administration; however, it can be used to satisfy other employment and training data requirements. This report series was prepared from data contained in Summary Tape File 3. This is one of five Summary Tape Files the Census Bureau plans to make available from the 1980 Census. A separate report is available for the nation, each state, SMSA's, and the District of Columbia. Write to NTIS Computer Products Group for price list and order form.

Keywords: **Population, Unemployment, Employment, Income, Labor force, Occupation,** Education, Demographic surveys, Virginia, Counties, Poverty.

See also PB83-120964. Sponsored in part by Employment and Training Administration, San Francisco, CA. Region IX.
Also available in set of 51 reports PC E99/MF E99, PB83-160481.

PB83-160945/XCB PC **E09**/MF **E02**

DL-86-00-83-63
Decennial Census, 1980. Report 2A: Employment and Training Indicators, Washington by County.
California Univ., Berkeley. Lawrence Berkeley Lab.
Aug 83, 53p LBL-14637-2A-CO/WA

The report is a one page profile for specific single geographic areas giving 1980 Census sample data on race, disability, income, education, occupation, industry, and poverty indicators. The report profile was developed to serve the information needs of the Employment and Training Administration; however, it can be used to satisfy other employment and training data requirements. This report series was prepared from data contained in Summary Tape File 3. This is one of five Summary Tape Files the Census Bureau plans to make available from the 1980 Census. A separate report is available for the nation, each state, SMSA's, and the District of Columbia. Write to NTIS Computer Products Group for price list and order form.

Keywords: **Population, Unemployment, Employment, Income, Labor force, Occupation,** Education, Demographic surveys, Washington, Counties, Poverty.

See also PB83-120972. Sponsored in part by Employment and Training Administration, San Francisco, CA. Region IX.
Also available in set of 51 reports PC E99/MF E99, PB83-160481.

PB83-160960/XCB PC **E05**/MF **E02**

DL-86-00-83-64
Decennial Census, 1980. Report 2A: Employment and Training Indicators, West Virginia by County.
California Univ., Berkeley. Lawrence Berkeley Lab.
Aug 83, 73p LBL-14637-2A-CO/WV

The report is a one page profile for specific single geographic areas giving 1980 Census sample data on race, disability, income, education, occupation, industry, and poverty indicators. The report profile was developed to serve the information needs of the Employment and Training Administration; however, it can be used to satisfy other employment and training data requirements. This report series was prepared from data contained in Summary Tape File 3. This is one of five Summary Tape Files the Census Bureau plans to make available from the 1980 Census. A separate report is available for the nation, each state, SMSA's, and the District of Columbia. Write to NTIS Computer Products Group for price list and order form.

Keywords: **Population, Unemployment, Employment, Income, Labor force, Occupation,** Education, Demographic surveys, West Virginia, Counties, Poverty.

See also PB83-120980. Sponsored in part by Employment and Training Administration, San Francisco, CA. Region IX.
Also available in set of 51 reports PC E99/MF E99, PB83-160481.

PB83-160986/XCB PC **E05**/MF **E02**

DL-86-00-83-65
Decennial Census, 1980. Report 2A: Employment and Training Indicators, Wisconsin by County.
California Univ., Berkeley. Lawrence Berkeley Lab.
Aug 83, 95p LBL-14637-2A-CO/WI

The report is a one page profile for specific single geographic areas giving 1980 Census sample data on race, disability, income, education, occupation, industry, and poverty indicators. The report profile was developed to serve the information needs of the Employment and Training Administration; however, it can be used to satisfy other employment and training data requirements. This report series was prepared from data contained in Summary Tape File 3. This is one of five Summary Tape Files the Census Bureau plans to make available from the 1980 Census. A separate report is available for the nation, each state, SMSA's, and the District of Columbia. Write to NTIS Computer Products Group for price list and order form.

Keywords: **Population, Unemployment, Employment, Income, Labor force, Occupation,** Education, Demographic surveys, Wisconsin, Counties, Poverty.

See also PB83-120998. Sponsored in part by Employment and Training Administration, San Francisco, CA. Region IX.
Also available in set of 51 reports PC E99/MF E99, PB83-160481.

PB83-160978/XCB PC **E06**/MF **E02**

DL-86-00-83-66
Decennial Census, 1980. Report 2A: Employment and Training Indicators, Wyoming by County.
California Univ., Berkeley. Lawrence Berkeley Lab.
Aug 83, 41p LBL-14637-2A-CO/WY

The report is a one page profile for specific single geographic areas giving 1980 Census sample data on race, disability, income, education, occupation, industry, and poverty indicators. The report profile was developed to serve the information needs of the Employment and Training Administration; however, it can be used to satisfy other employment and training data requirements. This report series was prepared from data contained in Summary Tape File 3. This is one of five Summary Tape Files the Census Bureau plans to make available from the 1980 Census. A separate report is available for the nation, each state, SMSA's, and the District of Columbia. Write to NTIS Computer Products Group for price list and order form.

Keywords: **Population, Unemployment, Employment, Income, Labor force, Occupation,** Education, Demographic surveys, Wyoming, Counties, Poverty.

See also PB83-121004. Sponsored in part by Employment and Training Administration, San Francisco, CA. Region IX.
Also available in set of 51 reports PC E99/MF E99, PB83-160481.

PB83-160994/XCB PC **E04**/MF **E02**

DL-86-00-83-67
Decennial Census, 1980. Report 2A: Employment and Training Indicators, Alaska by Place.
California Univ., Berkeley. Lawrence Berkeley Lab.
Aug 83, 31p LBL-14637-2A-PL/AK

The report is a one page profile for specific single geographic areas giving 1980 Census sample data on race, disability, income, education, occupation, industry, and poverty indicators. The report profile was developed to serve the information needs of the Employment and Training Administration; however, it can be used to satisfy other employment and training data requirements. This report series was prepared from data contained in Summary Tape File 3. This is one of five Summary Tape Files the Census Bureau plans to make available from the 1980 Census. A separate report is available for the nation, each state, SMSA's, and the District of Columbia. Write to NTIS Computer Products Group for price list and order form.

Keywords: **Population, Unemployment, Employment, Income, Labor force, Occupation,** Education, Alaska, Demographic surveys, Poverty, Standard Metropolitan Statistical areas.

See also PB83-121038. Sponsored in part by Employment and Training Administration, San Francisco, CA. Region IX.
Also available in set of 51 reports PC E99/MF E99, PB83-229807.

PB83-229815/XCB PC **E04**/MF **E02**

DL-86-00-83-68
Decennial Census, 1980. Report 2A: Employment and Training Indicators, Alabama by Place.
California Univ., Berkeley. Lawrence Berkeley Lab.
Aug 83, 168p LBL-14637-2A-PL/AL

The report is a one page profile for specific single geographic areas giving 1980 Census sample data on race, disability, income, education, occupation, industry, and poverty indicators. The report profile was developed to serve the information needs of the Employment and Training Administration; however, it can be used to satisfy other employment and training data requirements. This report series was prepared from data contained in Summary Tape File 3. This is one of five Summary Tape Files the Census Bureau plans to make available from the 1980 Census. A separate report is available for the nation, each state, SMSA's, and the District of Columbia. Write to NTIS Computer Products Group for price list and order form.

Keywords: **Population, Unemployment, Employment, Income, Labor force, Occupation,** Education, Alabama, Demographic surveys, Poverty, Standard Metropolitan Statistical areas.

See also PB83-121020. Sponsored in part by Employment and Training Administration, San Francisco, CA. Region IX.
Also available in set of 51 reports PC E99/MF E99, PB83-229807.

PB83-229823/XCB PC **E09**/MF **E02**

DL-86-00-83-69
Decennial Census, 1980. Report 2A: Employment and Training Indicators, Arkansas by Place.
California Univ., Berkeley. Lawrence Berkeley Lab.
Aug 83, 114p LBL-14637-2A-PL/AR

The report is a one page profile for specific single geographic areas giving 1980 Census sample data on race, disability, income, education, occupation, industry, and poverty indicators. The report profile was developed to serve the information needs of the Employment and Training Administration; however, it can be used to satisfy other employment and training data requirements. This report series was prepared from data contained in Summary Tape File 3. This is one of five Summary Tape Files the Census Bureau plans to make available from the 1980 Census. A separate report is available for the nation, each state, SMSA's, and the District of Columbia. Write to NTIS Computer Products Group for price list and order form.

Keywords: **Population, Unemployment, Employment, Income, Labor force, Occupation,** Education, Arkansas, Demographic surveys, Poverty, Standard Metropolitan Statistical areas.

See also PB83-121053. Sponsored in part by Employment and Training Administration, San Francisco, CA. Region IX.
Also available in set of 51 reports PC E99/MF E99, PB83-229807.

PB83-229831/XCB PC **E07**/MF **E02**

DL-86-00-83-70
Decennial Census, 1980. Report 2A: Employment and Training Indicators, Arizona by Place.
California Univ., Berkeley. Lawrence Berkeley Lab.
Aug 83, 95p LBL-14637-2A-PL/AZ

The report is a one page profile for specific single geographic areas giving 1980 Census sample data on race, disability, income, education, occupation, industry, and poverty indicators. The report profile was developed to serve the information needs of the Employment and Training Administration; however, it can be used to satisfy other employment and training data requirements. This report series was prepared from data contained in Summary Tape File 3. This is one of five Summary Tape Files the Census Bureau plans to make available from the 1980 Census. A separate report is available for the nation, each state, SMSA's, and the District of Columbia. Write to NTIS Computer Products Group for price list and order form.

Keywords: **Population, Unemployment, Employment, Income, Labor force, Occupation,** Education, Arizona, Demographic surveys, Poverty, Standard Metropolitan Statistical areas.

See also PB83-121046. Sponsored in part by Employment and Training Administration, San Francisco, CA. Region IX.
Also available in set of 51 reports PC E99/MF E99, PB83-229807.

PB83-229849/XCB PC **E06**/MF **E02**

DL-86-00-83-71
Decennial Census, 1980. Report 2A: Employment and Training Indicators, California by Place.
California Univ., Berkeley. Lawrence Berkeley Lab.
Aug 83, 618p LBL-14637-2A-PL/CA

The report is a one page profile for specific single geographic areas giving 1980 Census sample data on race, disability, income, education, occupation, industry, and poverty indicators. The report profile was developed to serve the information needs of the Employment and Training Administration; however, it can be used to satisfy other employment and training data requirements. This report series was prepared from data contained in Summary Tape File 3. This is one of five Summary Tape Files the Census Bureau plans to make available from the 1980 Census. A separate report is available for the nation, each state, SMSA's, and the District of Columbia. Write to NTIS Computer Products Group for price list and order form.

Keywords: **Population, Unemployment, Employment, Income, Labor force, Occupation,** Education, California, Demographic surveys, Poverty, Standard Metropolitan Statistical areas.

See also PB83-121061. Sponsored in part by Employment and Training Administration, San Francisco, CA. Region IX.
Also available in set of 51 reports PC E99/MF E99, PB83-229807.

PB83-229856/XCB PC **E13**/MF **E02**

DL-86-00-83-72
Decennial Census, 1980. Report 2A: Employment and Training Indicators, Colorado by Place.
California Univ., Berkeley. Lawrence Berkeley Lab.
Aug 83, 103p LBL-14637-2A-PL/CO

The report is a one page profile for specific single geographic areas giving 1980 Census sample data on race, disability, income, education, occupation, industry, and poverty indicators. The report profile was developed to serve the information needs of the Employment and Training Administration; however, it can be used to satisfy other employment and training data requirements. This report series was prepared from data contained in Summary Tape File 3. This is one of five Summary Tape Files the Census Bureau plans to make available from the 1980 Census. A separate report is available for the nation, each state, SMSA's, and the District of Columbia. Write to NTIS Computer Products Group for price list and order form.

Keywords: **Population, Unemployment, Employment, Income, Labor force, Occupation,** Education, Colorado, Demographic surveys, Poverty, Standard Metropolitan Statistical areas.

See also PB83-121079. Sponsored in part by Employment and Training Administration, San Francisco, CA. Region IX.
Also available in set of 51 reports PC E99/MF E99, PB83-229807.

PB83-229864/XCB PC **E07**/MF **E02**

DL-86-00-83-73
Decennial Census, 1980. Report 2A: Employment and Training Indicators, Connecticut by Place.
California Univ., Berkeley. Lawrence Berkeley Lab.
Aug 83, 93p LBL-14637-2A-PL/CT

The report is a one page profile for specific single geographic areas giving 1980 Census sample data on race, disability, income, education, occupation, industry, and poverty indicators. The report profile was developed to serve the information needs of the Employment and Training Administration; however, it can be used to satisfy other employment and training data requirements. This report series was prepared from data contained in Summary Tape File 3. This is one of five Summary Tape Files the Census Bureau plans to make available from the 1980 Census. A separate report is available for the nation, each state, SMSA's, and the District of Columbia. Write to NTIS Computer Products Group for price list and order form.

Keywords: **Population, Unemployment, Employment, Income, Labor force, Occupation,** Education, Connecticut, Demographic surveys, Poverty, Standard Metropolitan Statistical areas.

See also PB83-121087. Sponsored in part by Employment and Training Administration, San Francisco, CA. Region IX.
Also available in set of 51 reports PC E99/MF E99, PB83-229807.

PB83-229872/XCB PC **E06**/MF **E02**

DL-86-00-83-74
Decennial Census, 1980. Report 2A: Employment and Training Indicators, District of Columbia by Place.
California Univ., Berkeley. Lawrence Berkeley Lab.
Aug 83, 19p LBL-14637-2A-PL/DC

The report is a one page profile for specific single geographic areas giving 1980 Census sample data on race, disability, income, education, occupation, industry, and poverty indicators. The report profile was developed to serve the information needs of the Employment and Training Administration; however, it can be used to satisfy other employment and training data requirements. This report series was prepared from data contained in Summary Tape File 3. This is one of five Summary Tape Files the Census Bureau plans to make available from the 1980 Census. A separate report is available for the nation, each state, SMSA's, and the District of Columbia. Write to NTIS Computer Products Group for price list and order form.

Keywords: **Population, Unemployment, Employment, Income, Labor force, Occupation,** Education, District of Columbia, Demographic surveys, Poverty, Standard Metropolitan Statistical areas.

See also PB83-121103. Sponsored in part by Employment and Training Administration, San Francisco, CA. Region IX.
Also available in set of 51 reports PC E99/MF E99, PB83-229807.

PB83-229880/XCB PC **E04**/MF **E02**

DL-86-00-83-75
Decennial Census, 1980. Report 2A: Employment and Training Indicators, Delaware by Place.
California Univ., Berkeley. Lawrence Berkeley Lab.
Aug 83, 36p LBL-14637-2A-PL/DE

The report is a one page profile for specific single geographic areas giving 1980 Census sample data on race, disability, income, education, occupation, industry, and poverty indicators. The report profile was developed to serve the information needs of the Employment and Training Administration; however, it can be used to satisfy other employment and training data requirements. This report series was prepared from data contained in Summary Tape File 3. This is one of five Summary Tape Files the Census Bureau plans to make available from the 1980 Census. A separate report is available for the nation, each state, SMSA's, and the District of Columbia. Write to NTIS Computer Products Group for price list and order form.

Keywords: **Population, Unemployment, Employment, Income, Labor force, Occupation,** Education, Delaware, Demographic surveys, Poverty, Standard Metropolitan Statistical areas.

See also PB83-121095. Sponsored in part by Employment and Training Administration, San Francisco, CA. Region IX.
Also available in set of 51 reports PC E99/MF E99, PB83-229807.

PB83-229898/XCB PC **E04**/MF **E02**

DL-86-00-83-76
Decennial Census, 1980. Report 2A: Employment and Training Indicators, Florida by Place.
California Univ., Berkeley. Lawrence Berkeley Lab.
Aug 83, 448p LBL-14637-2A-PL/FL

The report is a one page profile for specific single geographic areas giving 1980 Census sample data on race, disability, income, education, occupation, industry, and poverty indicators. The report profile was developed to serve the information needs of the Employment and Training Administration; however, it can be used to satisfy other employment and training data requirements. This report series was prepared from data contained in Summary Tape File 3. This is one of five Summary Tape Files the Census Bureau plans to make available from the 1980 Census. A separate report is available for the nation, each state, SMSA's, and the District of Columbia. Write to NTIS Computer Products Group for price list and order form.

Keywords: **Population, Unemployment, Employment, Income, Labor force, Occupation,** Education, Florida, Demographic surveys, Poverty, Standard Metropolitan Statistical areas.

See also PB83-121111. Sponsored in part by Employment and Training Administration, San Francisco, CA. Region IX.
Also available in set of 51 reports PC E99/MF E99, PB83-229807.

PB83-229906/XCB PC **E13**/MF **E02**

DL-86-00-83-77
Decennial Census, 1980. Report 2A: Employment and Training Indicators, Georgia by Place.
California Univ., Berkeley. Lawrence Berkeley Lab.
Aug 83, 206p LBL-14637-2A-PL/GA

The report is a one page profile for specific single geographic areas giving 1980 Census sample data on race, disability, income, education, occupation, industry, and poverty indicators. The report profile was developed to serve the information needs of the Employment and Training Administration; however, it can be used to satisfy other employment and training data requirements. This report series was prepared from data contained in Summary Tape File 3. This is one of five Summary Tape Files the Census Bureau plans to make available from the 1980 Census. A separate report is available for the nation, each state, SMSA's, and the District of Columbia. Write to NTIS Computer Products Group for price list and order form.

Keywords: **Population, Unemployment, Employment, Income, Labor force, Occupation,** Education, Georgia, Demographic surveys, Poverty, Standard Metropolitan Statistical areas.

See also PB83-121129. Sponsored in part by Employment and Training Administration, San Francisco, CA. Region IX.
Also available in set of 51 reports PC E99/MF E99, PB83-229807.

PB83-229914/XCB PC **E11**/MF **E02**

DL-86-00-83-78
Decennial Census, 1980. Report 2A: Employment and Training Indicators, Hawaii by Place.
California Univ., Berkeley. Lawrence Berkeley Lab.
Aug 83, 60p LBL-14637-2A-PL/HI

The report is a one page profile for specific single geographic areas giving 1980 Census sample data on race, disability, income, education, occupation, industry, and poverty indicators. The report profile was developed to serve the information needs of the Employment and Training Administration; however, it can be used to satisfy other employment and training data requirements. This report series was prepared from data contained in Summary Tape File 3. This is one of five Summary Tape Files the Census Bureau plans to make available from the 1980 Census. A separate report is available for the nation, each state, SMSA's, and the District of Columbia. Write to NTIS Computer Products Group for price list and order form.

Keywords: **Population, Unemployment, Employment, Income, Labor force, Occupation,** Education, Hawaii, Demographic surveys, Poverty, Standard Metropolitan Statistical areas.

See also PB83-121137. Sponsored in part by Employment and Training Administration, San Francisco, CA. Region IX.
Also available in set of 51 reports PC E99/MF E99, PB83-229807.

PB83-229922/XCB PC **E05**/MF **E02**

DL-86-00-83-79
Decennial Census, 1980. Report 2A: Employment and Training Indicators, Iowa by Place.
California Univ., Berkeley. Lawrence Berkeley Lab.
Aug 83, 142p LBL-14637-2A-PL/IA

The report is a one page profile for specific single geographic areas giving 1980 Census sample data on race, disability, income, education, occupation, industry, and poverty indicators. The report profile was developed to serve the information needs of the Employment and Training Administration; however, it can be used to satisfy other employment and training data requirements. This report series was prepared from data contained in Summary Tape File 3. This is one of five Summary Tape Files the Census Bureau plans to make available from the 1980 Census. A separate report is available for the nation, each state, SMSA's, and the District of Columbia. Write to NTIS Computer Products Group for price list and order form.

Keywords: **Population, Unemployment, Employment, Income, Labor force, Occupation,** Education, Iowa, Demographic surveys, Poverty, Standard Metropolitan Statistical areas.

See also PB83-121178. Sponsored in part by Employment and Training Administration, San Francisco, CA. Region IX.
Also available in set of 51 reports PC E99/MF E99, PB83-229807.

PB83-229930/XCB PC **E06**/MF **E02**

DL-86-00-83-80
Decennial Census, 1980. Report 2A: Employment and Training Indicators, Idaho by Place.
California Univ., Berkeley. Lawrence Berkeley Lab.
Aug 83, 60p LBL-14637-2A-PL/ID

The report is a one page profile for specific single geographic areas giving 1980 Census sample data on race, disability, income, education, occupation, industry, and poverty indicators. The report profile was developed to serve the information needs of the Employment and Training Administration; however, it can be used to satisfy other employment and training data requirements. This report series was prepared from data contained in Summary Tape File 3. This is one of five Summary Tape Files the Census Bureau plans to make available from the 1980 Census. A separate report is available for the nation, each state, SMSA's, and the District of Columbia. Write to NTIS Computer Products Group for price list and order form.

Keywords: **Population, Unemployment, Employment, Income, Labor force, Occupation,** Education, Idaho, Demographic surveys, Poverty, Standard Metropolitan Statistical areas.

See also PB83-121145. Sponsored in part by Employment and Training Administration, San Francisco, CA. Region IX.
Also available in set of 51 reports PC E99/MF E99, PB83-229807.

PB83-229948/XCB PC **E05**/MF **E02**

DL-86-00-83-81
Decennial Census, 1980. Report 2A: Employment and Training Indicators, Illinois by Place.
California Univ., Berkeley. Lawrence Berkeley Lab.
Aug 83, 428p LBL-14637-2A-PL/IL

The report is a one page profile for specific single geographic areas giving 1980 Census sample data on race, disability, income, education, occupation, industry, and poverty indicators. The report profile was developed to serve the information needs of the Employment and Training Administration; however, it can be used to satisfy other employment and training data requirements. This report series was prepared from data contained in Summary Tape File 3. This is one of five Summary Tape Files the Census Bureau plans to make available from the 1980 Census. A separate report is available for the nation, each state, SMSA's, and the District of Columbia. Write to NTIS Computer Products Group for price list and order form.

Keywords: **Population, Unemployment, Employment, Income, Labor force, Occupation,** Education, Illinois, Demographic surveys, Poverty, Standard Metropolitan Statistical areas.

See also PB83-121152. Sponsored in part by Employment and Training Administration, San Francisco, CA. Region IX.
Also available in set of 51 reports PC E99/MF E99, PB83-229807.

PB83-229955/XCB PC **E13**/MF **E02**

DL-86-0-83-82
Decennial Census, 1980. Report 2A: Employment and Training Indicators, Indiana by Place.
California Univ., Berkeley. Lawrence Berkeley Lab.
Aug 83, 168p LBL-14637-2A-PL/IN

The report is a one page profile for specific single geographic areas giving 1980 Census sample data on race, disability, income, education, occupation, industry, and poverty indicators. The report profile was developed to serve the information needs of the Employment and Training Administration; however, it can be used to satisfy other employment and training data requirements. This report series was prepared from data contained in Summary Tape File 3. This is one of five Summary Tape Files the Census Bureau plans to make available from the 1980 Census. A separate report is available for the nation, each state, SMSA's, and the District of Columbia. Write to NTIS Computer Products Group for price list and order form.

Keywords: **Population, Unemployment, Employment, Income, Labor force, Occupation,** Education, Indiana, Demographic surveys, Poverty, Standard Metropolitan Statistical areas.

See also PB83-121160. Sponsored in part by Employment and Training Administration, San Francisco, CA. Region IX.
Also available in set of 51 reports PC E99/MF E99, PB83-229807.

PB83-229963/XCB PC **E10**/MF **E02**

DL-86-00-83-83
Decennial Census, 1980. Report 2A: Employment and Training Indicators, Kansas by Place.
California Univ., Berkeley. Lawrence Berkeley Lab.
Aug 83, 114p LBL-14637-2A-PL/KS

The report is a one page profile for specific single geographic areas giving 1980 Census sample data on race, disability, income, education, occupation, industry, and poverty indicators. The report profile was developed to serve the information needs of the Employment and Training Administration; however, it can be used to satisfy other employment and training data requirements. This report series was prepared from data contained in Summary Tape File 3. This is one of five Summary Tape Files the Census Bureau plans to make available from the 1980 Census. A separate report is available for the nation, each state, SMSA's, and the District of Columbia. Write to NTIS Computer Products Group for price list and order form.

Keywords: **Population, Unemployment, Employment, Income, Labor force, Occupation,** Education, Kansas, Demographic surveys, Poverty, Standard Metropolitan Statistical areas.

See also PB83-121186. Sponsored in part by Employment and Training Administration, San Francisco, CA. Region IX.
Also available in set of 51 reports PC E99/MF E99, PB83-229807.

PB83-229971/XCB PC **E07**/MF **E02**

DL-86-00-83-84
Decennial Census, 1980. Report 2A: Employment and Training Indicators, Kentucky by Place.
California Univ., Berkeley. Lawrence Berkeley Lab.
Aug 83, 143p LBL-14637-2A-PL/KY

The report is a one page profile for specific single geographic areas giving 1980 Census sample data on race, disability, income, education, occupation, industry, and poverty indicators. The report profile was developed to serve the information needs of the Employment and Training Administration; however, it can be used to satisfy other employment and training data requirements. This report series was prepared from data contained in Summary Tape File 3. This is one of five Summary Tape Files the Census Bureau plans to make available from the 1980 Census. A separate report is available for the nation, each state, SMSA's, and the District of Columbia. Write to NTIS Computer Products Group for price list and order form.

Keywords: **Population, Unemployment, Employment, Income, Labor force, Occupation,** Education, Kentucky, Demographic surveys, Poverty, Standard Metropolitan Statistical areas.

See also PB83-121194. Sponsored in part by Employment and Training Administration, San Francisco, CA. Region IX.
Also available in set of 51 reports PC E99/MF E99, PB83-229807.

PB83-229989/XCB PC **E08**/MF **E02**

DL-86-00-83-85
Decennial Census, 1980. Report 2A: Employment and Training Indicators, Louisiana by Place.
California Univ., Berkeley. Lawrence Berkeley Lab.
Aug 83, 161p LBL-14637-2A-PL/LA

The report is a one page profile for specific single geographic areas giving 1980 Census sample data on race, disability, income, education, occupation, industry, and poverty indicators. The report profile was developed to serve the information needs of the Employment and Training Administration; however, it can be used to satisfy other employment and training data requirements. This report series was prepared from data contained in Summary Tape File 3. This is one of five Summary Tape Files the Census Bureau plans to make available from the 1980 Census. A separate report is available for the nation, each state, SMSA's, and the District of Columbia. Write to NTIS Computer Products Group for price list and order form.

Keywords: **Population, Unemployment, Employment, Income, Labor force, Occupation,** Education, Louisiana, Demographic surveys, Poverty, Standard Metropolitan Statistical areas.

See also PB83-121202. Sponsored in part by Employment and Training Administration, San Francisco, CA. Region IX.
Also available in set of 51 reports PC E99/MF E99, PB83-229807.

PB83-229997/XCB PC **E09**/MF **E02**

DL-86-00-83-86
Decennial Census, 1980. Report 2A: Employment and Training Indicators, Massachusetts by Place.
California Univ., Berkeley. Lawrence Berkeley Lab.
Aug 83, 166p LBL-14637-2A-PL/MA

The report is a one page profile for specific single geographic areas giving 1980 Census sample data on race, disability, income, education, occupation, industry, and poverty indicators. The report profile was developed to serve the information needs of the Employment and Training Administration; however, it can be used to satisfy other employment and training data requirements. This report series was prepared from data contained in Summary Tape File 3. This is one of five Summary Tape Files the Census Bureau plans to make available from the 1980 Census. A separate report is available for the nation, each state, SMSA's, and the District of Columbia. Write to NTIS Computer Products Group for price list and order form.

Keywords: **Population, Unemployment, Employment, Income, Labor force, Occupation,** Education, Massachusetts, Demographic surveys, Poverty, Standard Metropolitan Statistical areas.

See also PB83-121236. Sponsored in part by Employment and Training Administration, San Francisco, CA. Region IX.
Also available in set of 51 reports PC E99/MF E99, PB83-229807.

PB83-230003/XCB PC **E09**/MF **E02**

DL-86-00-83-87
Decennial Census, 1980. Report 2A: Employment and Training Indicators, Maryland by Place.
California Univ., Berkeley. Lawrence Berkeley Lab.
Aug 83, 198p LBL-14637-2A-PL/MD

The report is a one page profile for specific single geographic areas giving 1980 Census sample data on race, disability, income, education, occupation, industry, and poverty indicators. The report profile was developed to serve the information needs of the Employment and Training Administration; however, it can be used to satisfy other employment and training data requirements. This report series was prepared from data contained in Summary Tape File 3. This is one of five Summary Tape Files the Census Bureau plans to make available from the 1980 Census. A separate report is available for the nation, each state, SMSA's, and the District of Columbia. Write to NTIS Computer Products Group for price list and order form.

Keywords: **Population, Unemployment, Employment, Income, Labor force, Occupation,** Education, Maryland, Demographic surveys, Poverty, Standard Metropolitan Statistical areas.

See also PB83-121228. Sponsored in part by Employment and Training Administration, San Francisco, CA. Region IX.
Also available in set of 51 reports PC E99/MF E99, PB83-229807.

PB83-230011/XCB PC **E10**/MF **E02**

DL-86-00-83-88
Decennial Census, 1980. Report 2A: Employment and Training Indicators, Maine by Place.
California Univ., Berkeley. Lawrence Berkeley Lab.
Aug 83, 75p LBL-14637-2A-PL/ME

The report is a one page profile for specific single geographic areas giving 1980 Census sample data on race, disability, income, education, occupation, industry, and poverty indicators. The report profile was developed to serve the information needs of the Employment and Training Administration; however, it can be used to satisfy other employment and training data requirements. This report series was prepared from data contained in Summary Tape File 3. This is one of five Summary Tape Files the Census Bureau plans to make available from the 1980 Census. A separate report is available for the nation, each state, SMSA's, and the District of Columbia. Write to NTIS Computer Products Group for price list and order form.

Keywords: **Population, Unemployment, Employment, Income, Labor force, Occupation,** Education, Maine, Demographic surveys, Poverty, Standard Metropolitan Statistical areas.

See also PB83-121210. Sponsored in part by Employment and Training Administration, San Francisco, CA. Region IX.
Also available in set of 51 reports PC E99/MF E99, PB83-229807.

PB83-230029/XCB PC **E05**/MF **E02**

DL-86-00-83-89
Decennial Census, 1980. Report 2A: Employment and Training Indicators, Michigan by Place.
California Univ., Berkeley. Lawrence Berkeley Lab.
Aug 83, 271p LBL-14637-2A-PL/MI

The report is a one page profile for specific single geographic areas giving 1980 Census sample data on race, disability, income, education, occupation, industry, and poverty indicators. The report profile was developed to serve the information needs of the Employment and Training Administration; however, it can be used to satisfy other employment and training data requirements. This report series was prepared from data contained in Summary Tape File 3. This is one of five Summary Tape Files the Census Bureau plans to make available from the 1980 Census. A separate report is available for the nation, each state, SMSA's, and the District of Columbia. Write to NTIS Computer Products Group for price list and order form.

Keywords: **Population, Unemployment, Employment, Income, Labor force, Occupation,** Education, Michigan, Demographic surveys, Poverty, Standard Metropolitan Statistical areas.

See also PB83-121244. Sponsored in part by Employment and Training Administration, San Francisco, CA. Region IX.
Also available in set of 51 reports PC E99/MF E99, PB83-229807.

PB83-230037/XCB PC **E12**/MF **E02**

DL-86-00-83-90
Decennial Census, 1980. Report 2A: Employment and Training Indicators, Minnesota by Place.
California Univ., Berkeley. Lawrence Berkeley Lab.
Aug 83, 198p LBL-14637-2A-PL/MN

The report is a one page profile for specific single geographic areas giving 1980 Census sample data on race, disability, income, education, occupation, industry, and poverty indicators. The report profile was developed to serve the information needs of the Employment and Training Administration; however, it can be used to satisfy other employment and training data requirements. This report series was prepared from data contained in Summary Tape File 3. This is one of five Summary Tape Files the Census Bureau plans to make available from the 1980 Census. A separate report is available for the nation, each state, SMSA's, and the District of Columbia. Write to NTIS Computer Products Group for price list and order form.

Keywords: **Population, Unemployment, Employment, Income, Labor force, Occupation,** Education, Minnesota, Demographic surveys, Poverty, Standard Metropolitan Statistical areas.

See also PB83-121251. Sponsored in part by Employment and Training Administration, San Francisco, CA. Region IX.
Also available in set of 51 reports PC E99/MF E99, PB83-229807.

PB83-230045/XCB PC **E10**/MF **E02**

DL-86-00-83-91
Decennial Census, 1980. Report 2A: Employment and Training Indicators, Missouri by Place.
California Univ., Berkeley. Lawrence Berkeley Lab.
Aug 83, 198p LBL-14637-2A-PL/MO

The report is a one page profile for specific single geographic areas giving 1980 Census sample data on race, disability, income, education, occupation, industry, and poverty indicators. The report profile was developed to serve the information needs of the Employment and Training Administration; however, it can be used to satisfy other employment and training data requirements. This report series was prepared from data contained in Summary Tape File 3. This is one of five Summary Tape Files the Census Bureau plans to make available from the 1980 Census. A separate report is available for the nation, each state, SMSA's, and the District of Columbia. Write to NTIS Computer Products Group for price list and order form.

Keywords: **Population, Unemployment, Employment, Income, Labor force, Occupation,** Education, Missouri, Demographic surveys, Poverty, Standard Metropolitan Statistical areas.

See also PB83-121277. Sponsored in part by Employment and Training Administration, San Francisco, CA. Region IX.
Also available in set of 51 reports PC E99/MF E99, PB83-229807.

PB83-230052/XCB PC **E10**/MF **E02**

DL-86-00-83-93
Decennial Census, 1980. Report 2A: Employment and Training Indicators, Montana by Place.
California Univ., Berkeley. Lawrence Berkeley Lab.
Aug 83, 53p LBL-14637-2A-PL/MT

The report is a one page profile for specific single geographic areas giving 1980 Census sample data on race, disability, income, education, occupation, industry, and poverty indicators. The report profile was developed to serve the information needs of the Employment and Training Administration; however, it can be used to satisfy other employment and training data requirements. This report series was prepared from data contained in Summary Tape File 3. This is one of five Summary Tape Files the Census Bureau plans to make available from the 1980 Census. A separate report is available for the nation, each state, SMSA's, and the District of Columbia. Write to NTIS Computer Products Group for price list and order form.

Keywords: **Population, Unemployment, Employment, Income, Labor force, Occupation,** Education, Montana, Demographic surveys, Poverty, Standard Metropolitan Statistical areas.

See also PB83-121285. Sponsored in part by Employment and Training Administration, San Francisco, CA. Region IX.
Also available in set of 51 reports PC E99/MF E99, PB83-229807.

PB83-230078/XCB PC **E05**/MF **E02**

DL-86-00-83-94
Decennial Census, 1980. Report 2A: Employment and Training Indicators, North Carolina by Place.
California Univ., Berkeley. Lawrence Berkeley Lab.
Aug 83, 206p LBL-14637-2A-PL/NC

The report is a one page profile for specific single geographic areas giving 1980 Census sample data on race, disability, income, education, occupation, industry, and poverty indicators. The report profile was developed to serve the information needs of the Employment and Training Administration; however, it can be used to satisfy other employment and training data requirements. This report series was prepared from data contained in Summary Tape File 3. This is one of five Summary Tape Files the Census Bureau plans to make available from the 1980 Census. A separate report is available for the nation, each state, SMSA's, and the District of Columbia. Write to NTIS Computer Products Group for price list and order form.

Keywords: **Population, Unemployment, Employment, Income, Labor force, Occupation,** Education, North Carolina, Demographic surveys, Poverty, Standard Metropolitan Statistical areas.

See also PB83-121350. Sponsored in part by Employment and Training Administration, San Francisco, CA. Region IX.
Also available in set of 51 reports PC E99/MF E99, PB83-229807.

PB83-230086/XCB PC **E11**/MF **E02**

DL-86-00-83-95
Decennial Census, 1980. Report 2A: Employment and Training Indicators, North Dakota by Place.
California Univ., Berkeley. Lawrence Berkeley Lab.
Aug 83, 38p LBL-14637-2A-PL/ND

The report is a one page profile for specific single geographic areas giving 1980 Census sample data on race, disability, income, education, occupation, industry, and poverty indicators. The report profile was developed to serve the information needs of the Employment and Training Administration; however, it can be used to satisfy other employment and training data requirements. This report series was prepared from data contained in Summary Tape File 3. This is one of five Summary Tape Files the Census Bureau plans to make available from the 1980 Census. A separate report is available for the nation, each state, SMSA's, and the District of Columbia. Write to NTIS Computer Products Group for price list and order form.

Keywords: **Population, Unemployment, Employment, Income, Labor force, Occupation,** Education, North Dakota, Demographic surveys, Poverty, Standard Metropolitan Statistical areas.

See also PB83-121368. Sponsored in part by Employment and Training Administration, San Francisco, CA. Region IX.
Also available in set of 51 reports PC E99/MF E99, PB83-229807.

PB83-230094/XCB PC **E04**/MF **E02**

DL-86-00-83-96
Decennial Census, 1980. Report 2A: Employment and Training Indicators, Nebraska by Place.
California Univ., Berkeley. Lawrence Berkeley Lab.
Aug 83, 68p LBL-14637-2A-PL/NE

The report is a one page profile for specific single geographic areas giving 1980 Census sample data on race, disability, income, education, occupation, industry, and poverty indicators. The report profile was developed to serve the information needs of the Employment and Training Administration; however, it can be used to satisfy other employment and training data requirements. This report series was prepared from data contained in Summary Tape File 3. This is one of five Summary Tape Files the Census Bureau plans to make available from the 1980 Census. A separate report is available for the nation, each state, SMSA's, and the District of Columbia. Write to NTIS Computer Products Group for price list and order form.

Keywords: **Population, Unemployment, Employment, Income, Labor force, Occupation,** Education, Nebraska, Demographic surveys, Poverty, Standard Metropolitan Statistical areas.

See also PB83-121293. Sponsored in part by Employment and Training Administration, San Francisco, CA. Region IX.
Also available in set of 51 reports PC E99/MF E99, PB83-229807.

PB83-230102/XCB PC **E05**/MF **E02**

DL-86-00-83-98
Decennial Census, 1980. Report 2A: Employment and Training Indicators, New Jersey by Place.
California Univ., Berkeley. Lawrence Berkeley Lab.
Aug 83, 373p LBL-14637-2A-PL/NJ

The report is a one page profile for specific single geographic areas giving 1980 Census sample data on race, disability, income, education, occupation, industry, and poverty indicators. The report profile was developed to serve the information needs of the Employment and Training Administration; however, it can be used to satisfy other employment and training data requirements. This report series was prepared from data contained in Summary Tape File 3. This is one of five Summary Tape Files the Census Bureau plans to make available from the 1980 Census. A separate report is available for the nation, each state, SMSA's, and the District of Columbia. Write to NTIS Computer Products Group for price list and order form.

Keywords: **Population, Unemployment, Employment, Income, Labor force, Occupation,** Education, New Jersey, Demographic surveys, Poverty, Standard Metropolitan Statistical areas.

See also PB83-121327. Sponsored in part by Employment and Training Administration, San Francisco, CA. Region IX.
Also available in set of 51 reports PC E99/MF E99, PB83-229807.

PB83-230128/XCB PC **E13**/MF **E02**

DL-86-00-83-99
Decennial Census, 1980. Report 2A: Employment and Training Indicators, New Mexico by Place.
California Univ., Berkeley. Lawrence Berkeley Lab.
Aug 83, 71p LBL-14637-2A-PL/NM

The report is a one page profile for specific single geographic areas giving 1980 Census sample data on race, disability, income, education, occupation, industry, and poverty indicators. The report profile was developed to serve the information needs of the Employment and Training Administration; however, it can be used to satisfy other employment and training data requirements. This report series was prepared from data contained in Summary Tape File 3. This is one of five Summary Tape Files the Census Bureau plans to make available from the 1980 Census. A separate report is available for the nation, each state, SMSA's, and the District of Columbia. Write to NTIS Computer Products Group for price list and order form.

Keywords: **Population, Unemployment, Employment, Income, Labor force, Occupation,** Education, New Mexico, Demographic surveys, Poverty, Standard Metropolitan Statistical areas.

See also PB83-121335. Sponsored in part by Employment and Training Administration, San Francisco, CA. Region IX.
Also available in set of 51 reports PC E99/MF E99, PB83-229807.

PB83-230136/XCB PC **E05**/MF **E02**

DL-86-00-83-100
Decennial Census, 1980. Report 2A: Employment and Training Indicators, Nevada by Place.
California Univ., Berkeley. Lawrence Berkeley Lab.
Aug 83, 42p LBL-14637-2A-PL/NV

The report is a one page profile for specific single geographic areas giving 1980 Census sample data on race, disability, income, education, occupation, industry, and poverty indicators. The report profile was developed to serve the information needs of the Employment and Training Administration; however, it can be used to satisfy other employment and training data requirements. This report series was prepared from data contained in Summary Tape File 3. This is one of five Summary Tape Files the Census Bureau plans to make available from the 1980 Census. A separate report is available for the nation, each state, SMSA's, and the District of Columbia. Write to NTIS Computer Products Group for price list and order form.

Keywords: **Population, Unemployment, Employment, Income, Labor force, Occupation,** Education, Nevada, Demographic surveys, Poverty, Standard Metropolitan Statistical areas.

See also PB83-121301. Sponsored in part by Employment and Training Administration, San Francisco, CA. Region IX.
Also available in set of 51 reports PC E99/MF E99, PB83-229807.

PB83-230144/XCB PC **E04**/MF **E02**

DL-86-00-83-101
Decennial Census, 1980. Report 2A: Employment and Training Indicators, New York by Place.
California Univ., Berkeley. Lawrence Berkeley Lab.
Aug 83, 496p LBL-14637-2A-PL/NY

The report is a one page profile for specific single geographic areas giving 1980 Census sample data on race, disability, income, education, occupation, industry, and poverty indicators. The report profile was developed to serve the information needs of the Employment and Training Administration; however, it can be used to satisfy other employment and training data requirements. This report series was prepared from data contained in Summary Tape File 3. This is one of five Summary Tape Files the Census Bureau plans to make available from the 1980 Census. A separate report is available for the nation, each state, SMSA's, and the District of Columbia. Write to NTIS Computer Products Group for price list and order form.

Keywords: **Population, Unemployment, Employment, Income, Labor force, Occupation,** Education, New York, Demographic surveys, Poverty, Standard Metropolitan Statistical areas.

See also PB83-121343. Sponsored in part by Employment and Training Administration, San Francisco, CA. Region IX.
Also available in set of 51 reports PC E99/MF E99, PB83-229807.

PB83-230151/XCB PC **E13**/MF **E02**

DL-86-00-83-102
Decennial Census, 1980. Report 2A: Employment and Training Indicators, Ohio by Place.
California Univ., Berkeley. Lawrence Berkeley Lab.
Aug 83, 400p LBL-14637-2A-PL/OH

The report is a one page profile for specific single geographic areas giving 1980 Census sample data on race, disability, income, education, occupation, industry, and poverty indicators. The report profile was developed to serve the information needs of the Employment and Training Administration; however, it can be used to satisfy other employment and training data requirements. This report series was prepared from data contained in Summary Tape File 3. This is one of five Summary Tape Files the Census Bureau plans to make available from the 1980 Census. A separate report is available for the nation, each state, SMSA's, and the District of Columbia. Write to NTIS Computer Products Group for price list and order form.

Keywords: **Population, Unemployment, Employment, Income, Labor force, Occupation,** Education, Ohio, Demographic surveys, Poverty, Standard Metropolitan Statistical areas.

See also PB83-121376. Sponsored in part by Employment and Training Administration, San Francisco, CA. Region IX.
Also available in set of 51 reports PC E99/MF E99, PB83-229807.

PB83-230169/XCB PC **E13**/MF **E02**

DL-86-00-83-103
Decennial Census, 1980. Report 2A: Employment and Training Indicators, Oklahoma by Place.
California Univ., Berkeley. Lawrence Berkeley Lab.
Aug 83, 137p LBL-14637-2A-PL/OK

The report is a one page profile for specific single geographic areas giving 1980 Census sample data on race, disability, income, education, occupation, industry, and poverty indicators. The report profile was developed to serve the information needs of the Employment and Training Administration; however, it can be used to satisfy other employment and training data requirements. This report series was prepared from data contained in Summary Tape File 3. This is one of five Summary Tape Files the Census Bureau plans to make available from the 1980 Census. A separate report is available for the nation, each state, SMSA's, and the District of Columbia. Write to NTIS Computer Products Group for price list and order form.

Keywords: **Population, Unemployment, Employment, Income, Labor force, Occupation,** Education, Oklahoma, Demographic surveys, Poverty, Standard Metropolitan Statistical areas.

See also PB83-121384. Sponsored in part by Employment and Training Administration, San Francisco, CA. Region IX.
Also available in set of 51 reports PC E99/MF E99, PB83-229807.

PB83-230177/XCB PC **E08**/MF **E02**

DL-86-00-83-104
Decennial Census, 1980. Report 2A: Employment and Training Indicators, Oregon by Place.
California Univ., Berkeley. Lawrence Berkeley Lab.
Aug 83, 127p LBL-14637-2A-PL/OR

The report is a one page profile for specific single geographic areas giving 1980 Census sample data on race, disability, income, education, occupation, industry, and poverty indicators. The report profile was developed to serve the information needs of the Employment and Training Administration; however, it can be used to satisfy other employment and training data requirements. This report series was prepared from data contained in Summary Tape File 3. This is one of five Summary Tape Files the Census Bureau plans to make available from the 1980 Census. A separate report is available for the nation, each state, SMSA's, and the District of Columbia. Write to NTIS Computer Products Group for price list and order form.

Keywords: **Population, Unemployment, Employment, Income, Labor force, Occupation,** Education, Oregon, Demographic surveys, Poverty, Standard Metropolitan Statistical areas.

See also PB83-121392. Sponsored in part by Employment and Training Administration, San Francisco, CA. Region IX.
Also available in set of 51 reports PC E99/MF E99, PB83-229807.

PB83-230185/XCB PC **E08**/MF **E02**

DL-86-00-83-105
Decennial Census, 1980. Report 2A: Employment and Training Indicators, Pennsylvania by Place.
California Univ., Berkeley. Lawrence Berkeley Lab.
Aug 83, 501p LBL-14637-2A-PL/PA

The report is a one page profile for specific single geographic areas giving 1980 Census sample data on race, disability, income, education, occupation, industry, and poverty indicators. The report profile was developed to serve the information needs of the Employment and Training Administration; however, it can be used to satisfy other employment and training data requirements. This report series was prepared from data contained in Summary Tape File 3. This is one of five Summary Tape Files the Census Bureau plans to make available from the 1980 Census. A separate report is available for the nation, each state, SMSA's, and the District of Columbia. Write to NTIS Computer Products Group for price list and order form.

Keywords: **Population, Unemployment, Employment, Income, Labor force, Occupation,** Education, Pennsylvania, Demographic surveys, Poverty, Standard Metropolitan Statistical areas.

See also PB83-121400. Sponsored in part by Employment and Training Administration, San Francisco, CA. Region IX.
Also available in set of 51 reports PC E99/MF E99, PB83-229807.

PB83-230193/XCB PC **E13**/MF **E02**

DL-86-00-83-106
Decennial Census, 1980. Report 2A: Employment and Training Indicators, Rhode Island by Place.
California Univ., Berkeley. Lawrence Berkeley Lab.
Aug 83, 41p LBL-14637-2A-PL/RI

The report is a one page profile for specific single geographic areas giving 1980 Census sample data on race, disability, income, education, occupation, industry, and poverty indicators. The report profile was developed to serve the information needs of the Employment and Training Administration; however, it can be used to satisfy other employment and training data requirements. This report series was prepared from data contained in Summary Tape File 3. This is one of five Summary Tape Files the Census Bureau plans to make available from the 1980 Census. A separate report is available for the nation, each state, SMSA's, and the District of Columbia. Write to NTIS Computer Products Group for price list and order form.

Keywords: **Population, Unemployment, Employment, Income, Labor force, Occupation,** Education, Rhode Island, Demographic surveys, Poverty, Standard Metropolitan Statistical areas.

See also PB83-121418. Sponsored in part by Employment and Training Administration, San Francisco, CA. Region IX.
Also available in set of 51 reports PC E99/MF E99, PB83-229807.

PB83-230201/XCB PC **E04**/MF **E02**

DL-86-00-83-107
Decennial Census, 1980. Report 2A: Employment and Training Indicators, South Carolina by Place.
California Univ., Berkeley. Lawrence Berkeley Lab.
Aug 83, 155p LBL-14637-2A-PL/SC

The report is a one page profile for specific single geographic areas giving 1980 Census sample data on race, disability, income, education, occupation, industry, and poverty indicators. The report profile was developed to serve the information needs of the Employment and Training Administration; however, it can be used to satisfy other employment and training data requirements. This report series was prepared from data contained in Summary Tape File 3. This is one of five Summary Tape Files the Census Bureau plans to make available from the 1980 Census. A separate report is available for the nation, each state, SMSA's, and the District of Columbia. Write to NTIS Computer Products Group for price list and order form.

Keywords: **Population, Unemployment, Employment, Income, Labor force, Occupation,** Education, South Carolina, Demographic surveys, Poverty, Standard Metropolitan Statistical areas.

See also PB83-121426. Sponsored in part by Employment and Training Administration, San Francisco, CA. Region IX.
Also available in set of 51 reports PC E99/MF E99, PB83-229807.

PB83-230219/XCB PC **E09**/MF **E02**

DL-86-00-83-108
Decennial Census, 1980. Report 2A: Employment and Training Indicators, South Dakota by Place.
California Univ., Berkeley. Lawrence Berkeley Lab.
Aug 83, 45p LBL-14637-2A-PL/SD

The report is a one page profile for specific single geographic areas giving 1980 Census sample data on race, disability, income, education, occupation, industry, and poverty indicators. The report profile was developed to serve the information needs of the Employment and Training Administration; however, it can be used to satisfy other employment and training data requirements. This report series was prepared from data contained in Summary Tape File 3. This is one of five Summary Tape Files the Census Bureau plans to make available from the 1980 Census. A separate report is available for the nation, each state, SMSA's, and the District of Columbia. Write to NTIS Computer Products Group for price list and order form.

Keywords: **Population, Unemployment, Employment, Income, Labor force, Occupation,** Education, South Dakota, Demographic surveys, Poverty, Standard Metropolitan Statistical areas.

See also PB83-121434. Sponsored in part by Employment and Training Administration, San Francisco, CA. Region IX.
Also available in set of 51 reports PC E99/MF E99, PB83-229807.

PB83-230227/XCB PC **E04**/MF **E02**

DL-86-00-83-109
Decennial Census, 1980. Report 2A: Employment and Training Indicators, Tennessee by Place.
California Univ., Berkeley. Lawrence Berkeley Lab.
Aug 83, 156p LBL-14637-2A-PL/TN

The report is a one page profile for specific single geographic areas giving 1980 Census sample data on race, disability, income, education, occupation, industry, and poverty indicators. The report profile was developed to serve the information needs of the Employment and Training Administration; however, it can be used to satisfy other employment and training data requirements. This report series was prepared from data contained in Summary Tape File 3. This is one of five Summary Tape Files the Census Bureau plans to make available from the 1980 Census. A separate report is available for the nation, each state, SMSA's, and the District of Columbia. Write to NTIS Computer Products Group for price list and order form.

Keywords: **Population, Unemployment, Employment, Income, Labor force, Occupation,** Education, Tennessee, Demographic surveys, Poverty, Standard Metropolitan Statistical areas.

See also PB83-121442. Sponsored in part by Employment and Training Administration, San Francisco, CA. Region IX.
Also available in set of 51 reports PC E99/MF E99, PB83-229807.

PB83-230235/XCB PC **E09**/MF **E02**

DL-86-00-83-110
Decennial Census, 1980. Report 2A: Employment and Training Indicators, Texas by Place.
California Univ., Berkeley. Lawrence Berkeley Lab.
Aug 83, 452p LBL-14637-2A-PL/TX

The report is a one page profile for specific single geographic areas giving 1980 Census sample data on race, disability, income, education, occupation, industry, and poverty indicators. The report profile was developed to serve the information needs of the Employment and Training Administration; however, it can be used to satisfy other employment and training data requirements. This report series was prepared from data contained in Summary Tape File 3. This is one of five Summary Tape Files the Census Bureau plans to make available from the 1980 Census. A separate report is available for the nation, each state, SMSA's, and the District of Columbia. Write to NTIS Computer Products Group for price list and order form.

Keywords: **Population, Unemployment, Employment, Income, Labor force, Occupation,** Education, Texas, Demographic surveys, Poverty, Standard Metropolitan Statistical areas.

See also PB83-121459. Sponsored in part by Employment and Training Administration, San Francisco, CA. Region IX.
Also available in set of 51 reports PC E99/MF E99, PB83-229807.

PB83-230243/XCB PC **E13**/MF **E02**

DL-86-00-83-111
Decennial Census, 1980. Report 2A: Employment and Training Indicators, Utah by Place.
California Univ., Berkeley. Lawrence Berkeley Lab.
Aug 83, 96p LBL-14637-2A-PL/UT

The report is a one page profile for specific single geographic areas giving 1980 Census sample data on race, disability, income, education, occupation, industry, and poverty indicators. The report profile was developed to serve the information needs of the Employment and Training Administration; however, it can be used to satisfy other employment and training data requirements. This report series was prepared from data contained in Summary Tape File 3. This is one of five Summary Tape Files the Census Bureau plans to make available from the 1980 Census. A separate report is available for the nation, each state, SMSA's, and the District of Columbia. Write to NTIS Computer Products Group for price list and order form.

Keywords: **Population, Unemployment, Employment, Income, Labor force, Occupation,** Education, Utah, Demographic surveys, Poverty, Standard Metropolitan Statistical areas.

See also PB83-121467. Sponsored in part by Employment and Training Administration, San Francisco, CA. Region IX.
Also available in set of 51 reports PC E99/MF E99, PB83-229807.

PB83-230250/XCB PC **E06**/MF **E02**

DL-86-00-83-112
Decennial Census, 1980. Report 2A: Employment and Training Indicators, Virginia by Place.
California Univ., Berkeley. Lawrence Berkeley Lab.
Aug 83, 173p LBL-14637-2A-PL/VA

The report is a one page profile for specific single geographic areas giving 1980 Census sample data on race, disability, income, education, occupation, industry, and poverty indicators. The report profile was developed to serve the information needs of the Employment and Training Administration; however, it can be used to satisfy other employment and training data requirements. This report series was prepared from data contained in Summary Tape File 3. This is one of five Summary Tape Files the Census Bureau plans to make available from the 1980 Census. A separate report is available for the nation, each state, SMSA's, and the District of Columbia. Write to NTIS Computer Products Group for price list and order form.

Keywords: **Population, Unemployment, Employment, Income, Labor force, Occupation,** Education, Virginia, Demographic surveys, Poverty, Standard Metropolitan Statistical areas.

See also PB83-121483. Sponsored in part by Employment and Training Administration, San Francisco, CA. Region IX.
Also available in set of 51 reports PC E99/MF E99, PB83-229807.

PB83-230268/XCB PC **E09**/MF **E02**

DL-86-00-83-113
Decennial Census, 1980. Report 2A: Employment and Training Indicators, Vermont by Place.
California Univ., Berkeley. Lawrence Berkeley Lab.
Aug 83, 36p LBL-14637-2A-PL/VT

The report is a one page profile for specific single geographic areas giving 1980 Census sample data on race, disability, income, education, occupation, industry, and poverty indicators. The report profile was developed to serve the information needs of the Employment and Training Administration; however, it can be used to satisfy other employment and training data requirements. This report series was prepared from data contained in Summary Tape File 3. This is one of five Summary Tape Files the Census Bureau plans to make available from the 1980 Census. A separate report is available for the nation, each state, SMSA's, and the District of Columbia. Write to NTIS Computer Products Group for price list and order form.

Keywords: **Population, Unemployment, Employment, Income, Labor force, Occupation,** Education, Vermont, Demographic surveys, Poverty, Standard Metropolitan Statistical areas.

See also PB83-121475. Sponsored in part by Employment and Training Administration, San Francisco, CA. Region IX.
Also available in set of 51 reports PC E99/MF E99, PB83-229807.

PB83-230276/XCB PC **E04**/MF **E02**

DL-86-00-83-114
Decennial Census, 1980. Report 2A: Employment and Training Indicators, Washington by Place.
California Univ., Berkeley. Lawrence Berkeley Lab.
Aug 83, 183p LBL-14637-2A-PL/WA

The report is a one page profile for specific single geographic areas giving 1980 Census sample data on race, disability, income, education, occupation, industry, and poverty indicators. The report profile was developed to serve the information needs of the Employment and Training Administration; however, it can be used to satisfy other employment and training data requirements. This report series was prepared from data contained in Summary Tape File 3. This is one of five Summary Tape Files the Census Bureau plans to make available from the 1980 Census. A separate report is available for the nation, each state, SMSA's, and the District of Columbia. Write to NTIS Computer Products Group for price list and order form.

Keywords: **Population, Unemployment, Employment, Income, Labor force, Occupation,** Education, Washington, Demographic surveys, Poverty, Standard Metropolitan Statistical areas.

See also PB83-121491. Sponsored in part by Employment and Training Administration, San Francisco, CA. Region IX.
Also available in set of 51 reports PC E99/MF E99, PB83-229807.

PB83-230284/XCB PC **E10**/MF **E02**

DL-86-00-83-115
Decennial Census, 1980. Report 2A: Employment and Training Indicators, Wisconsin by Place.
California Univ., Berkeley. Lawrence Berkeley Lab.
Aug 83, 186p LBL-14637-2A-PL/WI

The report is a one page profile for specific single geographic areas giving 1980 Census sample data on race, disability, income, education, occupation, industry, and poverty indicators. The report profile was developed to serve the information needs of the Employment and Training Administration; however, it can be used to satisfy other employment and training data requirements. This report series was prepared from data contained in Summary Tape File 3. This is one of five Summary Tape Files the Census Bureau plans to make available from the 1980 Census. A separate report is available for the nation, each state, SMSA's, and the District of Columbia. Write to NTIS Computer Products Group for price list and order form.

Keywords: **Population, Unemployment, Employment, Income, Labor force, Occupation,** Education, Wisconsin, Demographic surveys, Poverty, Standard Metropolitan Statistical areas.

See also PB83-121517. Sponsored in part by Employment and Training Administration, San Francisco, CA. Region IX.
Also available in set of 51 reports PC E99/MF E99, PB83-229807.

PB83-230292/XCB PC **E10**/MF **E02**

DL-86-00-83-116
Decennial Census, 1980. Report 2A: Employment and Training Indicators, West Virginia by Place.
California Univ., Berkeley. Lawrence Berkeley Lab.
Aug 83, 81p LBL-14637-2A-PL/WV

The report is a one page profile for specific single geographic areas giving 1980 Census sample data on race, disability, income, education, occupation, industry, and poverty indicators. The report profile was developed to serve the information needs of the Employment and Training Administration; however, it can be used to satisfy other employment and training data requirements. This report series was prepared from data contained in Summary Tape File 3. This is one of five Summary Tape Files the Census Bureau plans to make available from the 1980 Census. A separate report is available for the nation, each state, SMSA's, and the District of Columbia. Write to NTIS Computer Products Group for price list and order form.

Keywords: **Population, Unemployment, Employment, Income, Labor force, Occupation,** Education, West Virginia, Demographic surveys, Poverty, Standard Metropolitan Statistical areas.

See also PB83-121509. Sponsored in part by Employment and Training Administration, San Francisco, CA. Region IX.
Also available in set of 51 reports PC E99/MF E99, PB83-229807.

PB83-230300/XCB PC **E06**/MF **E02**

DL-86-00-83-117
Decennial Census, 1980. Report 2A: Employment and Training Indicators, Wyoming by Place.
California Univ., Berkeley. Lawrence Berkeley Lab.
Aug 83, 44p LBL-14637-2A-PL/WY

The report is a one page profile for specific single geographic areas giving 1980 Census sample data on race, disability, income, education, occupation, industry, and poverty indicators. The report profile was developed to serve the information needs of the Employment and Training Administration; however, it can be used to satisfy other employment and training data requirements. This report series was prepared from data contained in Summary Tape File 3. This is one of five Summary Tape Files the Census Bureau plans to make available from the 1980 Census. A separate report is available for the nation, each state, SMSA's, and the District of Columbia. Write to NTIS Computer Products Group for price list and order form.

Keywords: **Population, Unemployment, Employment, Income, Labor force, Occupation,** Education, Wyoming, Demographic surveys, Poverty, Standard Metropolitan Statistical areas.

See also PB83-121525. Sponsored in part by Employment and Training Administration, San Francisco, CA. Region IX.
Also available in set of 51 reports PC E99/MF E99, PB83-229807.

PB83-230318/XCB PC **E04**/MF **E02**

DL-86-00-83-118
Census of Population, 1980. Report 3: Social Indicators for Planning and Evaluation, United States.
California Univ., Berkeley. Lawrence Berkeley Lab.
Nov 83, 60p

The report contains a 2-page narrative profile, 6 pages of graphics and 22 pages of tabular data describing demographic and social characteristics; labor force, industry and occupational information; and income and poverty indicators. This report series was prepared from data contained in Summary Tape File 4. Geographic area coverage includes the nation, states, counties, places (10,000 or more in population), SMSAs, and Service Delivery Areas (SDAs). Individual reports are available for each geographic area. Specify the areas you wish to order.

Keywords: **Census, Equal opportunity, Social indicators,** Ethnic groups, Sex, Characteristics, Demographic surveys, Education, Populations, Income, Labor force.

See also PB83-65100000.

PB83-63100000/XCB PC**$25.00**/MF**$10.00**

DL-86-00-83-119
Decennial Census, 1980. Report 5: Equal Employment Indicators, United States.
California Univ., Berkeley. Lawrence Berkeley Lab.
Aug 83, 70p LBL-15849-510001

Information in this report, from the 1980 Decennial Census, may be used in response to the Office of Federal Contract Compliance Program and Equal Employment Opportunity regulatory data requirements. The report reflects information by sex and six racial and ethnic groups. Three types of data are included from three different sources: Population and Housing Characteristics from Summary Tape File 1, Employment and Training Indicators from Summary Tape File 3, and Equal Employment Indicators from the Special 1980 Census/EEO File. Geographic area coverage includes the nation, states, counties, and SMSA's. Individual reports are available for each geographic area.

Keywords: **Employment, Census, Equal opportunity,** Ethnic groups, Sex, Characteristics, Demographic surveys, Income, Education, Populations, Labor force.

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PB83-65100000/XCB PC**$25.00**

DL-86-00-84-01
Health-Pension Interactions in the Analysis of Early Retirement Trends. Rept. for 1966-81,
Ohio State Univ., Columbus. Center for Human Resource Research.
T. N. Chirikos, and G. Nestel. 28 Sep 84, 36p DLETA-CHRR-84-04

This study tests whether there is an underlying interaction between policy inducements and health-related retirement behavior. Inclusion of mortality in the model ensures that selectivity biases are minimized and permits direct testing of several key inferences made in previous studies. Findings are: (1) Work-limiting health conditions are neither permanent nor influenced exclusively by impaired physical or psychological functioning, so studies using these measures as proxies for the capacity to engage in market work are likely to overstate involuntary withdrawals from the labor force. (2) Evidence of interaction effects between policy-related and health-related outcomes provides fundamental support for the hypothesis that inducements arising from social insurance and income transfer programs influence labor market behavior. (3) This analysis provides weak evidence that life expectancy biases the results of early retirement studies that use mortality and a health proxy and pension wealth as indication of policy inducements.

Keywords: **Health, Retirement,** Government policies, Surveys, Statistical samples, Attitudes, Economic analysis, Pensions.

PB85-183119/XCB PC **A03**/MF **A01**

DL-86-00-84-02
Annotated Bibliography of Research Based on the National Longitudinal Surveys of Labor Market Experience.
Ohio State Univ., Columbus. Center for Human Resource Research.
Mar 84, 293p

The Longitudinal Surveys of Labor Market Experience (NLS) have been a major research project at The Ohio State University since 1966, originally under the direction of Professor Herbert S. Parnes, then of Professor Michael E. Borus; they are currently directed by Professor Kenneth I. Wolpin. In 1966, a cohort of 5,000 men who were then age 45-59 were interviewed for the first time, and this same cohort of men were interviewed regularly until 1983. Also in 1966, a cohort of young men age 14-24 were first interviewed, and they were followed until 1981. In 1967 a cohort of women age 30-44 was begun, and in 1968 a cohort of young women age 14-24. Finally in 1979 a cohort of youth of both sexes was interviewed. These latter three cohorts are still being interviewed, with major funding provided by the U.S. Department of Labor. This annotated bibliography of studies based on the NLS was begun in 1982 at the Center for Human Resource Research at Ohio State, which designs questionnaires for the NLS and assembles data for researchers at over 400 institutions worldwide. The total number of researchers using the NLS data is unknown because several may use one set of data tapes; the total number of studies based on NLS is unknown as well.

Keywords: **Bibliographies, Labor market,** Abstracts.

Sponsored in part by Employment and Training Administration, Washington, DC.

PB85-119113/XCB PC **A13**/MF **A01**

DL-86-00-84-03
Unemployment Insurance Schemes in Developing Countries. Unemployment insurance occasional paper,
Employment and Training Administration, Washington, DC. Unemployment Insurance Service.
S. A. Wandner, J. G. Robinson, and H. S. Manheimer.
1984, 85p DLETA/UIS-84/2

The purpose of this report is to analyze problems relating to the introduction of unemployment insurance schemes in developing countries. Chapter I of the report consists of a literature review on this topic. Chapter II presents analyses of the economy and unemployment insurance scheme of developing countries that have implemented unemployment insurance, with emphasis on those countries that submitted national monographs. The economic situation and unemployment protection schemes of selected developing countries without an unemployment insurance scheme are also discussed. Chapter III presents a summary and analysis of economic and demographic characteristics of developing countries with and without unemployment insurance schemes as well as a summary of major unemployment insurance provisions in ten developing countries with unemployment insurance schemes.

Keywords: **Developing countries, Economic condition, Unemployment insurance.**

PB85-185098/XCB PC **A05**/MF **A01**

DL-85-00-84-04
UI (Unemployment Insurance) Research Exchange. Fifth Issue 1984. Unemployment insurance occasional paper.
Employment and Training Administration, Washington, DC. Unemployment Insurance Service.
1984, 183p DLETA/UIS-84/1

This fifth issue contains a variety of research information. Announcements and reports are included on seminars, UI research personnel, and recent legislative and financial developments. There are descriptions of UI research projects--both in progress and completed--conducted and sponsored by the State agencies and the Unemployment Insurance Service. Research data and information sources, methods and tools are discussed, and several additional studies are summarized. A section has been introduced summarizing reports pertaining to UI that have recently been submitted to the Congress.

Keywords: **Unemployment, Insurance,** Research projects, Project management, Legislation.

See also PB83-148429.

PB85-180370/XCB PC **A09**/MF **A01**

DL-86-00-84-05
Transitional Employment Strategy for the Mentally Retarded. Final rept. 1981-83,
Manpower Demonstration Research Corp., New York.
J. A. Riccio, and M. L. Price. c1984, 208p DLETA-33-36-75-01

The subject of this report is the implementation of a transitional employment strategy designed to help young mentally retarded adults become competitively employed. The Structured Training and Employment Transitional Services (STETS) program was operated from the fall of 1981 through December 1983, with follow-up services for a small number of participants continuing into early 1984. The STETS program included three Phases: (1) up to 500 hours of low-stress paid employment, training and supportive services in sheltered workshops or settings; (2) on-the-job training in non-sheltered positions, with continued training and counseling support; and (3) unsubsidized job experience with up to 6 months of support and guidance as needed. Preliminary program evaluation findings, based on interviews taken 6 months after enrollment in the program, show that two thirds of the experimental treatment group were in paid training or non-training jobs, as compared to one half of the comparison or control group.

Keywords: **Employment, Mentally retarded persons, Youths,** Cost analysis, Placement, Evaluation, Earnings, Specialized training, Students, On-job training.

PB85-150159/XCB PC **A10**/MF **A01**

DL-86-0001-03
Manufacturing Industry Employer Expenditures During 1965 for the Formal Training of Nonsupervisory Employees. Final rept.
Bureau of Labor Statistics, Washington, DC.
Mar 66, 36p DLETA-81-09-66-05-1

Training programs conducted by industry can be either formal preplanned organized courses of instruction or casual day-to-day tutoring of a worker by his co-workers and supervisors when needed. The formal organized training conducted by industry which can provide the basic improvement and updating of worker's skills needed in our changing economy, however, has a concomitant cost. The pretest was an exploratory study designed to yield information about the availability of information, under both definitions, on the number of persons that participated in one or more formal training programs, and the expenditures actually made by manufacturing employers for such training during the calendar year.

Keywords: **Industrial training, Education, Expenses, Skill development, Nonsupervisory personnel,** Industries, Personnel development, Manufacturers, Manpower, Allowances, Instructors, Expenditures, Trainees, Occupations.

PB-291 378/8/XCB PC **A03**/MF **A01**

DL-86-02-27-30-E
CLMS-1 (Continuous Longitudinal Manpower Survey), Public Use Tape for Sampled January-June 1975 CETA Enrollees. Data file,
Employment and Training Administration, Washington, DC. Office of Program Evaluation.
J. Salgado, T. Dow, and N. Caldwell. 20 Jul 80, mag tape* MEL-80-X-7, DOL/DF-80/001

The CLMS-1 public use data tape is one of three sets of tape files containing data from the Continuous Longitudinal Manpower Survey (CLMS) being released in July 1980. The CLMS is the major data development effort of the U.S. Department of Labor for evaluation of the decentralized employment and training programs funded under the Comprehensive Employment and Training Act (CETA). The CLMS-1 tape contains three separate files. The first file contains 6650 individual records on persons enrolled in CETA programs between January and June 1975. The data file contains microdata on sampled individuals from three sources: prime sponsor records a series of up to four interviews with sampled enrollees, and social security earnings records (1951-1977). The second and third files contain the documentation for the tape. The second file (the 'codebook') lists each variable contained on the data file, along with its address and such other information as frequencies and questionnaire text. The third file contains a keyword index to aid users in locating variables pertaining to a particular subject.

Keywords: **Data file, Employment, Training, Comprehensive Employment and Training Act,** Specialized training, Earnings, Personnel development, Industrial training, Manpower utilization, Experience, Abilities, Documentation, Magnetic tapes, Participation, Enrollment, Skills, Sponsors.

Source tape is in EBCDIC character set. Tapes can be prepared in most standard 7 or 9 track recording modes for one-half inch tape. Identify recording mode desired by specifying character set, track, density, and parity. Call NTIS Computer Products for price. Price includes documentation, PB80-204126, and PB80-204134.

PB80-204118/XCB CP **T99**

DL-86-03-26-19-E
Perceived Discrimination, Work Attitudes, and Labor Market Experience. Rept. for Sep 78-Jul 80,
State Univ. of New York at Albany. Research Foundation.
B. E. Becker, and F. Krzystofiak. Jul 80, 43p DLETA-91-36-78-41-1

The study examines the process by which labor market discrimination influences work attitudes and in turn labor market outcomes. Using the National Longitudinal Surveys (Young Men's Cohort) a two equation model is developed to estimate both the direct effect and perceived discrimination on labor market experience as well as the indirect effect on such experience via the influence of these perceptions on work attitudes (locus of control). The results suggest no direct effects of perceived discrimination on wages, employment levels or employment stability. Young blacks who perceived themselves as victims of racial discrimination, however, developed significantly more deleterious work attitudes and as a result earned slightly (3%) lower wages.

Keywords: **Employment, Youths, Males,** Discrimination, Attitudes, Minority groups, Negroes, Earnings, Motivation, Statistical analysis, Personnel development, Manpower.

PB80-209620/XCB PC **A03**/MF **A01**

DL-86-04-25-18-E
CLMS (Continuous Longitudinal Manpower Survey) Public Use Tape of Selected March 1976 CPS Data (CPS-1). Data file,
Employment and Training Administration, Washington, DC. Office of Program Evaluation.
J. Salgado, G. Gray, and N. Caldwell. 18 Jul 80, mag tape* MEL-80-X-13, DOL/DF-80/003

The CPS-1 public use data tape is one of three sets of tapes containing data from the Continuous Longitudinal Manpower Survey (CLMS) being released in July 1980. The CLMS is the major data development effort of the U.S. Department of Labor for evaluation of the decentralized employment and training programs funded under the Comprehensive Employment and Training Act (CETA). The CPS-1 tape contains approximately 80,000 person records selected from the annual demographic file of the March 1976 Current Population Survey (CPS). To the records on the file, annual earnings (1951-1977) as reported to the Social Security Administration have been appended. This file may be used to develop comparison groups for estimates of CETA's impacts.

Keywords: **Data file, Employment, Earnings, Labor force participation,** Salaries, Income, Manpower, Personnel, Industrial training, Demographic surveys, Magnetic tapes, Comprehensive Employment and Training Act, Wages, Sponsors.

Source tape is in EBCDIC character set. Tapes can be prepared in most standard 7 or 9 track recording modes for one-half inch tape. Identify recording mode desired by specifying character set, track, density, and parity. Call NTIS Computer Products if you have questions. Price includes documentation, PB80-204134.

PB80-211352/XCB CP **T03**

DL-86-04-25-18-E
CLMS-2 (Continuous Longitudinal Manpower Survey), Public Use Tape for Sampled July 1975-June 1976 CETA Enrollees. Data file,
Employment and Training Administration, Washington, DC. Office of Program Evaluation.
J. Salgado, T. Dow, and N. Caldwell. 20 Jul 80, mag tape* MEL-80-X-10, DOL/DF-80/002

The CLMS-2 public use data tape is one of three sets of tape files containing data from the Continuous Longitudinal Manpower Survey (CLMS) being released in July 1980. The CLMS is the major data development effort of the U.S. Department of Labor for evaluation of the decentralized employment and training programs funded under the Comprehensive Employment and Training Act (CETA). The CLMS-2 tape contains three separate files. The first file contains 13,283 individual records on persons enrolled in CETA programs during FY 1976 (July 1975-June 1976). The data file contains microdata on sampled individuals from three sources: prime sponsor records a series of up to four interviews with sampled enrollees, and social security earnings records (1951-1977). The second and third files contain the documentation for the tape. The second file (the 'code-book') lists each variable contained on the data file, along with its address and such other information as frequencies and questionnaire text. The third file contains a keywork index to aid users in locating variables pertaining to a particular subject.

Keywords: **Data file, Employment, Earnings, Labor force participation,** Salaries, Income, Manpower, Personnel, Industrial training, Demographic surveys, Magnetic tapes, Comprehensive Employment and Training Act, Wages, Sponsors.

Source tape is in EBCDIC character set. Tapes can be prepared in most standard 7 or 9 track recording modes for one-half inch tape. Identify recording modes for one-half inch tape. Identify recording mode desired by specifying character set, track, density, and parity. Call NTIS Computer Products if you have questions. Price includes documentation, PB80-204134, and PB80-211378.

PB80-211360/XCB CP **T06**

DL-86-05-24-17-E
Social Support as a Buffer of Stressful Job Conditions. Final rept.,
Duke Univ., Durham, NC. Dept. of Sociology.
J. A. Wells. 26 Jun 79, 194p DLETA-91-37-76-53-1

The study tests the hypothesis that social support buffers the effects of stressful working conditions on the health of blue collar workers. Self-reported data via questionnaire (N = 1830) include social support (from supervisor, coworkers, spouse, friends/relatives), perceived stress (9 measures) and health outcomes (angina, ulcers, dermatitis, bronchitis, neurosis). Objective job conditions were obtained from company records and expert ratings.

Keywords: **Stress(Psychology), Job satisfaction,** Attitudes, Stress(Physiology), Occupational diseases, Males, Surveys, Supervisors, Reference groups, Statistical analysis.

PB80-216021/XCB PC **A09**/MF **A01**

DL-86-05-24-17-E
Layoffs: An Inquiry into the Social Causes of Separations from the Firm. Final rept.,
Chicago Univ., IL. Dept. of Sociology.
D. B. Cornfield. Aug 80, 186p DLMA-80-17-01-01

A Sociological theory of the firm and layoffs is developed with a study of Emco(pseudonym), a white-collar, service-rendering firm that laid off 11% of its 2400-member workforce in 1976. The study is based on interviews with managers and union officials and on log-linear and logit analyses of the odds of layoff. In spite of the occurrence of automation and market conditions which, according to economic theories, usually result in layoffs, familial norms held by senior, less educated Emco managers who had been promoted from low level jobs led Emco to use alternatives to layoffs, such as attrition, before 1976. With the external recruitment of university-trained managers who held cost-effective norms, layoffs were legitimized. Whereas human capital theory maintains that employees with less training and education are most likely laid off, employment in an operative or supervisory job and seniority affected the odds of layoff more than human capital variables. Moreover, only job and seniority explained the variation in the odds of layoff across ethnic-racial groups at Emco.

Keywords: **Unemployment, Labor relations, Layoffs,** Employment, Ethnic groups, Industrial training, Labor unions, Statistical analysis, Automation, Negroes, Theses, Turnover.

PB80-216294/XCB PC **A09**/MF **A01**

DL-86-06-23-16-E
CLMS (Continuous Longitudinal Manpower Survey) Public Use Tape of Selected March 1976 CPS Data (CPS-1, Version 2). Data file,
Employment and Training Administration, Washington, DC. Office of Program Evaluation.
J. Salgado, G. Gray, and N. Caldwell. 14 Nov 80, mag tape* MEL-80-X-13, DOL/DF-81/002

The CPS-1 public use data tape is one of three sets of tapes containing data from the Continuous Longitudinal Manpower Survey (CLMS) released in July 1980. The CLMS is the major data development effort of the U.S. Department of Labor for evaluation of the decentralized employment and training programs funded under the Comprehensive Employment and Training Act (CETA). The CPS-1 tape contains approximately 80,000 person records selected from the annual demographic file of the March 1976 Current Population Survey (CPS). To the records on the file, annual earnings (1951-1977) as reported to the Social Security Administration have been appended. This file may be used to develop comparison groups fro estimates of CETA's impacts. Version 2 of CPS-1 contains 9 comparison group cell identifiers used by Westat in conjunction with the CLMS-1 and CLMS-2 public use tapes for the analysis of CETA net impact.

Keywords: **Data file, Surveys, Manpower, Personnel, Comprehensive Employment Training Act, Training,** Employment, Earnings, Salaries, Specialized training, Socioeconomic status, Demographic surveys, Experience, Abilities, Industrial training, Magnetic tapes, Labor force participation, Enrollment, Sponsors.

Supersedes rept. no. DOL/DF-80/003, PB80-211352. Source tape is in EBCDIC character set. Tapes can be prepared in most standard 7 or 9 track recording modes for one-half inch tape. Identify recording mode desired by specifying character set, track, density, and parity. Call NTIS Computer Products if you have questions. Price includes documentation, PB80-204134.

PB81-126633/XCB CP **T03**

DL-86-07-22-15-E
CLMS-2 (Continuous Longitudinal Manpower Survey), Version 2, Public Use Tape for Sampled July 1975-June 1976 CETA Enrollees. Data file,
Employment and Training Administration, Washington, DC. Office of Program Evaluation.
J. Salgado, T. Dow, and N. Caldwell. 14 Nov 80, mag tape* MEL-80-X-10, DOL/DF-81/001

The CLMS-2 public use data tape is one of three sets of tape files containing data from the Continuous Longitudinal Manpower Survey (CLMS) being released in July 1980. The CLMS is the major data development effort of the U.S. Department of Labor for evaluation of the decentralized employment and training programs funded under the Comprehensive Employment and Training Act (CETA). The CLMS-2 tape contains three separate files. The first file contains 13,283 individual records on persons enrolled in CETA programs during FY 1976 (July 1975-June 1976). The data file contains microdata on sampled individuals from three sources: prime sponsor records, a series of up to four interviews with sampled enrollees, and social security earnings records (1951-1977). The second and third files contain the documentation for the tape. The second file (the 'codebook') lists each variable contained on the data file, along with its address and such other information as frequencies and questionnaire text. The third file contains a keyword index to aid users in locating variables pertaining to a particular subject. Version 2 of CLMS-2 contains comparison group cell ID's for 3 different match group constructs. These have been used by Westat in its analysis of CETA's net impact on participant earnings.

Keywords: **Data file, Surveys, Manpower, Personnel, Comprehensive Employment and Training Act, Training,** Employment, Earnings, Salaries, Specialized training, Socioeconomic status, Demographic surveys, Experience, Abilities, Industrial training, Magnetic tapes, Labor force participation, Enrollment, Sponsors.

Supersedes rept. no. DL/DF-80/002, PB80-211360. Source tape is in EBCDIC character set. Tapes can be prepared in most standard 7 or 9 track recording modes for one-half inch tape. Identify recording mode desired by specifying character set, track, density, and parity. Call NTIS Computer Products if you have questions. Price includes documentation, PB80-204134.

PB81-126641/XCB CP **T07**

DL-86-08-21-14-E
Dictionary of Occupational Titles, Fourth Edition. Data File,
Employment Service, Washington, DC. Office of Technical Support.
A. Nelsen, and R. Horstman. Dec 77, mag tape DOL/DF-81/003

This is the master file for the fourth edition of the Dictionary of Occupational Titles (available from GPO, SN 029-013-00079-9). It is a comprehensive compilation of 12,099 coded (9-digits) job definitions classified in nine defined major categories, 82 defined 2-digit divisions, and 559 defined 3-digit groups. More than 28,800 job titles are in the file. Also included are master titles and definitions, term titles and definitions, glossary terms, and 220 industry designation definitions. Each job definition is rated for estimated interests, aptitudes, general educational development, specific vocational preparation, and temperments worker traits requirements, and for the physical demands and environmental conditions of the job. The file also includes 6-digit codes of Guide for Occupational Exploration groupings, the 3-digit 1970 Census of Population Occupation codes, and the 4-digit 1977 Standard Occupational Classification codes. Titles appear also in Guide for Occupational Exploration and Selected Characteristics of Occupations published by U.S. Department of Labor and in Standard Occupational Classification Manual published by U.S. Department of Commerce.

Keywords: **Data file, Job analysis, Classifications, Dictionaries, Occupations,** Industries, Descriptions, Coding, Definitions, Abilities, Qualifications, Education, Aptitudes, Vocational interests, Work measurement, Environments, Magnetic tapes, Skills.

Supersedes Rept. no. DOL/DF-79/005, PB-298 315. Source tape is in EBCDIC character set. Character set restricts preparation to 9 track, one-half inch tape only. Identify recording mode by specifying density only. Call NTIS Computer Products if you have questions.

PB81-160137/XCB CP **T02**

DL-86-09-20-13-E
Current Population Survey Augmented with DOT Characteristics (April 1971). Data file,
National Research Council, Washington, DC.
D. J. Treiman, and P. A. Roos. 1977, mag tape* NRC/DF-81/002

The Committee on Occupational Classification and Analysis of the National Academy of Sciences was funded jointly by the Department of Labor and the Equal Employment Opportunity Commission to investigate the Dictionary of Occupational Titles (DOL) and systems of evaluating job worth (EEOC). In the course of its investigations, the Committee acquired the present computer file, which contains both a selection of labor force variables from the 1971 Current Population Survey and information on occupational characteristics from the Dictionary of Occupational Titles for 60,441 workers in the U.S. Experienced Civilian Labor Force. A variable is available so that the sample can be weighted to approximate the entire U.S. Experienced Civilian Labor Force. Members of the Committee staff compiled the accompanying codebook.

Keywords: **Data file, Classifications, Dictionaries, Job analysis, Demographic surveys, Occupations,** Magnetic tapes, Employment, Manpower utilization, Descriptions, Definitions, Jobs.

Source tape is in EBCDIC character set. Tapes can be prepared in most standard 7 or 9 track recording modes for one-half inch tape. Identify recording mode desired by specifying character set, track, density, and parity. Call NTIS Computer Products if you have questions. Price includes documentation, PB81-162646.

PB81-162638/XCB CP **T02**

DL-86-10-13-6-E
Unemployment Compensation: Final Report (of the National Commission on Unemployment Compensation).
National Commission on Unemployment Compensation, Washington, DC.
30 Jun 80, 273p DLETA/UIS-80/4

This is a report that was submitted to the President and to the Congress on June 30, 1980 by the National Commission on Unemployment Compensation, in accordance with the provisions of section 411 of the Unemployment Compensation Amendments of 1976 (Public Law 94-566, approved October 20, 1976), as amended. The report is based upon a review and analyses of the Federal-State Unemployment Compensation program since it was established 45 years ago, as part of the Social Security Act (approved August 14, 1935). It also includes a comprehensive review of the Federal-State Employment Service system (established by the Wagner-Peyser Act of 1933) as well as other programs established in recent years which have an important relationship to the unemployment compensation or employment service program.

Keywords: **Insurance, Unemployment,** National government, State government, Employment, Social Security, Policies, Unemployment compensation.

PB84-217595/XCB PC **A12**/MF **A01**

DL-86-10-17-10-E
Three Essays on the Econometrics of Production, Productivity, and Capacity Utilization. Final rept. 15 Jan 81-82,
Pennsylvania Univ., Philadelphia.
M. Prywes. Jan 62, 377p* DLETA-DD-42-81-02-1

Essay 1 estimates capital-labor-energy-materials nested CES production functions for each of the twenty, two-digit SIC, industries in U.S. manufacturing, computes the implied elasticities of substitution, and develops a production function based capacity utilization series. Capital and energy are complements while labor and energy or capital are substitutes. Essay 2 develops an econometric technique for finding the industry-wide production function from information about the variation in productivity across production units. The technique is based on a theorem by Houthakker which connects the Pareto Capacity distribution to the aggregate Cobb-Douglas production function. Essay 3 uses production functions to analyze the returns to R&D and the effect of new OSHA and EPA regulation on productivity in the chemical industry. It also simulates the effect of a 30% investment tax credit on productivity.

Keywords: **Econometrics, Production, Productivity, Production capacity,** Energy, Capital, Labor estimates, Substitutes, Economic models, Return on investment, Chemical industry, Pareto allocations.

Sponsored in part by Social Science Research Council, Washington, DC.

PB82-140823/XCB PC **A17**/MF **A01**

DL-86-10-19-12-E
Dictionary of Occupational Titles (DOT) (Fourth Edition) Scores for 1970 Census Categories. Data file,
National Research Council, Washington, DC.
D. J. Treiman, and P. A. Roos. 1977, mag tape* NRC/DF-81/001

The Committee on Occupational Classification and Analysis of the National Academy of Sciences was funded jointly by the Department of Labor and the Equal Employment Opportunity Commission to investigate the Dictionary of Occupational Titles (DOL) and systems of evaluating job worth (EEOC). In the course of its investigations, the Committee acquired a computer file, which contained both a selection of labor force variables from the 1971 Current Population Survey and information on occupational characteristics from the Dictionary of Occupational Titles for 60,441 workers in the U.S. Experienced Civilian Labor Force. Using those data, staff for the Committee created the present computer file of aggregated DOT characteristics for the 574 expanded categories of the 1970 U.S. Census. The file contains 145 variables each read in with a F13.3 format.

Keywords: **Data file, Job analysis, Classifications, Occupations,** Dictionairies, Descriptions, Definitions, Manpower utilization, Skilled workers, Characteristics, Magnetic tapes, Census, Jobs

Source tape is in EBCDIC character set. Tapes can be prepared in most standard 7 or 9 track recording modes for one-half inch tape. Identify recording mode desired by specifying character set, track, density, and parity. Call NTIS Computer Products if you have questions. Price includes documentation, PB81-162661.

PB81-162653/XCB CP **T02**

DL-86-11-14-7-E
Decennial Census, 1980. Report 2A: Employment and Training Indicators, Nation by SMSA (Standard Metropolitan Statistical Areas).
California Univ., Berkeley. Lawrence Berkeley Lab.
Aug 83, 486p LBL-14637-2A-SMSA

The report is a one page profile for specific single geographic areas giving 1980 Census sample data on race, disability, income, education, occupation, industry, and poverty indicators. The report profile was developed to serve the information needs of the Employment and Training Administration; however, it can be used to satisfy other employment and training data requirements. This report series was prepared from data contained in Summary Tape File 3. This is one of five Summary Tape Files the Census Bureau plans to make available from the 1980 Census. A separate report is available for the nation, each state, SMSA's, and the District of Columbia. Write to NTIS Computer Products Group for price list and order form.

Keywords: **Population, Unemployment, Employment, Income, Labor force, Occupation,** Education, Demographic surveys, United States, Poverty, Standard Metropolitan Statistical Areas.

See also PB83-120485. Sponsored in part by Employment and Training Administration, San Francisco, CA. Region IX.

PB83-222075/XCB PC **E13**/MF **E02**

DL-86-11-16-9-E
Pathways to the Future: A Longitudinal Study of Young Americans. Preliminary Report: Youth and the Labor Market - 1979. Youth knowledge development rept.,
Ohio State Univ., Columbus. Center for Human Resource Research.
M. E. Borus, J. E. Crowley, R. W. Rumberger, R. Santos, and D. Shapiro. Jan 80, 590p YKDR-2.7

This volume represents a first and preliminary report from a National Longitudinal Survey (NLS) of a representative sample of 12,693 youth age 14-21 who will be interviewed annually for at least five years. The new survey builds on the lessons from the previous Department of Labor-funded surveys of youth, refining and supplementing the questions and adjusting the sample in order to add to the knowledge development from the earlier surveys. Hispanic, black and poor youth are oversampled. In the case of Hispanics, this will provide the first extensive information ever available concerning their transition experience. Extra effort is devoted to determining employment and training program participation, as well as vocational training in school, so that the impacts of these activities can be better addressed. There is a special panel of military recruits so that they can be compared with other youth who do not enlist. A range of additional questions are introduced to tighten the net of information compared with previous surveys.

Keywords: **Youths, Employment, Unemployment,** Characteristics, Earnings, Education, Females, Males, Minority groups, Students, Statistical analysis, Surveys, Negroes.

PB82-203217/XCB PC **A25**/MF **A01**

DL-86-11-18-11-E
Archeology of Lake Mead National Recreation Area: An Assessment. Final rept.,
National Park Service, Tucson, AZ. Western Archeological Center.
C. McClellan, D. A. Phillips, and M. Belshaw. Dec 80, 198p NPS/WAC-81/08, WAC/ANTHROPOLOGY-9

The report serves three major functions: (1) as an aid to Federal planners who are responsible for managing cultural resources on public lands; (2) as a guide and initial reference for archeologists working in the Lake Mead area of Arizona and Nevada; and (3) as a source of information on prehistoric and historic lifeways for interested visitors. After a brief background to the study, a description of the natural environment follows. The emphasis of the report is placed upon an evaluation of past archeological projects, from which the authors' interpretation of what is known about the prehistory as well as the history of Lake Mead is derived. This in turn forms the basis upon which recommendations for future research and management are made. Appendices I and II provide brief outlines of all the major archeological research projects undertaken in the Lake Mead National Recreation Area in chronological order beginning with the 1920's and ending with 1978. An exhaustive bibliography, which incorporates compilations by other authors, completes the report.

Keywords: **Archaeology, Arizona, Nevada,** National parks, History, American Indians, Culture(Social science).

PB81-179541/XCB PC **A09**/MF **A01**

DL-86-12-15-8-E
Unemployment Insurance and Proliferation of Other Income Protection Programs for Experienced Workers. Unemployment insurance occasional paper,
Employment and Training Administration, Washington, DC. Unemployment Insurance Service.
M. Ishikawa. 1980, 63p DLETA/UIS-80/1

This paper discusses conceptual and operational issues involved in the proliferation of income protection programs for experienced workers, to the extent that they are related to the unemployment insurance program. The objective of income support programs is defined as compensation for career loss or temporary income support. From the objective, program characteristics are derived and compared. An attempt is then made to compare the derived characteristics with the actual characteristics of the existing programs. The interaction of the Trade Adjustment Assistance program with unemployment insurance is examined in detail.

Keywords: **Unemployment, Insurance,** Income, Employment, Personnel, Efficiency, Project management.

PB83-140657/XCB PC **A04**/MF **A01**

DL-86-0100-03
Health Services Mobility Study Method of Task Analysis and Curriculum Design. Research Report No. 11. Volume I. Basic Tools: Concepts, Task Identification, Skill Scales and Knowledge System. Final rept.,
Health Services Mobility Study, New York.
E. Gilpatrick. cNov 77, 246p RR-11-VOL-1, DLETA-82-34-69-34-RR-11-VOL-1

Research Report No. 11 presents the entire Health Services Mobility Study (HSMS) task analysis and curriculum design method. Volume 1 includes an introduction to the method and the basic HSMS task analysis instruments. It is not itself a method manual. It provides an overview of the HSMS system and concepts, and presents the HSMS definition of task, a scale for task frequency, 16 skill scales, the knowledge scale, the HSMS Knowledge Classification System, and model data collection forms.

Keywords: **Health manpower, Personnel development, Curriculum development,** Mobility, Job analysis, Instruments, Performance evaluation, Methodology, Data collection, Health manpower education, Specialized training, Systems analysis, Upgrading, Work sampling, Analytical methods, Task analysis, Career development, Classification systems.

See also Volume 2, PB-286 914.
Sponsored in part by Hunter Coll., New York, and City Univ. of New York. Research Foundation. Also available in set of 4 reports PC E17, PB-286 912-SET.

PB-286 913/9/XCB PC **A11**/MF **A01**

DL-86-1000-04
FSB Follow-Up Study Public Use File. Data file,
Employment and Training Administration, Washington, DC.
S. Parker, T. Joyce, and W. Corsan. Nov 77, mag tape DOL/DF-79/004

The data tape contains data on 1,500 Federal Supplemental Benefits (FSB) recipients and 500 Extended Benefits (EB) recipients who collected these benefits in 1975. Data on these individuals labor market activity, unemployment compensation receipt and household income were collected in two interviews. One interview was conducted in March 1976 and one in November 1977. The labor market data cover an approximately three year time period for each individual. The sample came from 15 states and was chosen to be representative of the National FSB and ED populations.

Keywords: **Data file, Federal assistance programs,** Magnetic tape, Unemployment, Income, Surveys, Economic analysis, Statistical analysis, Insurance, Labor force participation.

Source tape is in EBCDIC character set. Tapes can be prepared in most standard 7 or 9 track recording modes for one-half inch tape. Identify recording mode desired by specifying character set, track, density, and parity. Call NTIS Computer Products if you have questions. Price includes documentation, PB-294 477.

PB-294 476/7/XCB CP **T03**

DL-86-1001-02
Review of Energy Models with Particular Reference to Employment and Manpower Analysis. Final rept.,
Employment and Training Administration, Washington, D.C. Office of Research and Development.
A. J. Eckstein, and D. M. Heien. Mar 78, 173p DLETA-20-51-77-43

A review of existing energy models to determine their usefulness with respect to energy-employment issues. Includes an introduction and overview of the energy problem, and identification of the policy issues which predated much of the energy modeling effort. General conclusions from the review of energy models are presented. The report concludes with a discussion of the various employment and manpower issues associated with the energy problem.

Keywords: **Energy, Models,** Economic analysis, Manpower, Requirements, Employment, Econometrics, Interactions, Inflation, Labor relations, Demand(Economics), Energy models.

PB-279 447/7/XCB PC **A08**/MF **A01**

DL-86-2000-01
FSB/SUA Public Use File. Data file,
Employment and Training Administration, Washington, DC.
S. Parker, and T. Joyce. Mar 76, mag tape DOL/DF-79/003

The data tape contains data on approximately 12,000 recipients of Federal Supplemental Benefits (FBS) or Special Unemployment Assistance (SUA) during 1975. The data comes from state records and an interview conducted in March 1976. Extensive data is available on labor market activity, unemployment compensation receipt and household income.

Keywords: **Data file, Federal assistance programs, Benefits, Unemployment insurance,** National government, Supplements, Extensions, Employment, Unemployment, Compensation, Income, Surveys, Magnetic tapes, Employment experience.

Source tape is in EBCDIC character set. Tapes can be prepared in most standard 7 or 9 track recording modes for one-half inch tape. Identify recording mode desired by specifying character set, track, density, and parity. Call NTIS Computer Products if you have questions. Price includes documentation, PB-294 479.

PB-294 478/3/XCB CP **T05**

DL-91-03-66-39
Labor Market Equilibrium Under Imperfect Information. Final rept.,
Rochester Univ., N.Y. Dept. of Economics.
L. L. Wilde. 1976, 156p DLMA-91-36-75-40-1

The dissertation studies static equilibria in the labor market when workers use costly search activity to discover specific wage offers. It is shown that when sequential search strategies are used, no wage dispersion can be supported. However, non-sequential strategies are also studied and in this case it is shown that stable equilibrium wage distribution exist in which there is wage dispersion. The key to non-sequential search is that it allows a direct comparison of wage offers and it is this competitive aspect which stabilizes the market.

Keywords: **Salaries, Job analysis,** Employment, Search structuring, Behavior, Models, Bargaining, Publicity, Industrial relations, Theses, Job opportunities, Labor market, Wage rate distribution.

PB-273 875/5/XCB PC **A08**/MF **A01**

DL-91-06-73-28
Economic Insecurity, Professional Values, and Political Ideology: A Study of Engineers and Scientists in California. Final rept.,
California Univ., Berkeley. Inst. of Industrial Relations.
H. P. Greenwald. 15 Sep 75, 262p DLMA-91-06-73-28-1

Unemployment, underemployment, or the fear of either had important effects upon the attitudes of scientists and engineers in the San Francisco Bay Area. The researcher mailed questionnaires to about 1000 technical professionals in this region asking extensively about labor market experiences, expectations about the economic future, and a variety of professional and political attitudes. The 719 persons who responded were more likely to feel dissatisfied with their career choices, favor collective solutions to employment problems (such as unionization), switch party preference, and blame society instead of the individual for economic failure if they had experienced unemployment or underemployment in the past or expected unemployment or income fluctuation in the future. The economically insecure were generally less sympathetic to technocratic thought (granting more governmental power to technical experts) than the secure. But the persons dissatisfied with their careers although secure were highly technocratic.

Keywords: **Professional personnel, Attitude surveys,** Scientists, Engineers, Unemployment, Underemployed, Anxiety, Socioeconomic status, Manpower utilization, Theses, Values, California, Job layoff.

PB-273 834/2/XCB PC **A12**/MF **A01**

DL-91-06-75-24
Workingmen in San Francisco, 1880-1901. Final rept.,
California Univ., Los Angeles. Dept. of History.
J. E. Tygiel. Aug 77, 452p DLMA-91-06-75-24

This study traces the sources of unity and disunity among the workingmen of San Francisco by looking at developments in the homes and workplaces of three groups of wage earners, the carpenters, teamsters, and day laborers of San Francisco between 1880 and 1901. After 1880, changes produced by industrialization sometimes merged and sometimes fragmented the interests of the workingmen. Skill dilution and declining social mobility brought the workers together, while the increased ability of the skilled workers to form families, move to the suburbs, and buy homes distinguished them from the teamsters and laborers. These developments had a dual effect. On the one hand they provided a fertile breeding ground for collective activities among blue collar wage earners. However, contradictory trends had also encouraged the growth of a labor aristocracy which saw its interests as distinct from other workingmen. In the twentieth century, San Francisco was to have a powerful, yet divided labor movement.

Keywords: **Labor unions,** California, Attitudes, Automation, Unionization, Construction industry, Skilled workers, Unskilled workers, Labor relations, Ethnic groups, Industrial relations, Local government, Craftsmen, Strikes, Urban areas, Statistical analysis, Theses, San Francisco(California).

PB-274 488/6/XCB PC **A20**/MF **A01**

DL-91-06-75-25
Occupational Socialization of Policemen. Doctoral thesis (Final),
Claremont Graduate School, Calif. Dept. of Psychology.
I. Hadar. 1976, 158p DLETA-91-06-75-25

The primary purpose of this cross-sectional study was to examine the occupational socialization of policemen, ie., the impact of their work experiences on their orientations. Characteristics, attitudes, and behaviors which are typical of policemen have usually been attributed to either pre-recruitment personality dispositions, changes due to occupational experience, or the interaction of both. (Portions of this document are not fully legible)

Keywords: **Police, Characteristics,** Psychological tests, Attitudes, Behavior, Personality, Tables(Data), Theses, Self esteem.

PB-276 276/3/XCB PC **A08**/MF **A01**

DL-91-06-76-01
Social and Economic Determinants of Marital Separation. Final rept. 1 Jul 75-30 Jun 76,
California Univ., Los Angeles. Dept. of Sociology.
A. J. Cherlin. 15 Jul 76, 210p* DLMA-91-06-76-01-1

The social and economic determinants of separation and divorce were studied using a national sample of 5,000 women aged 30 to 44 who were interviewed annually from 1967 to 1971. The sample was drawn from the National Longitudinal Surveys of Labor Market Experience conducted by the Center for Human Resource Research at the Ohio State University. A subsample of about 3,500 nonfarm women who were married with their husbands present in 1967 was extracted from the data. The characteristics of the women who remained married until 1971 were compared statistically with the characteristics of the women who separated or divorced.

Keywords: **Females, Separation, Divorce,** Marriage, Children, Employment, Unemployment, Social welfare, Statistical analysis, Earnings, Income, Characteristics, Personality, Negroes, Surveys, Theses, Economic factors, Labor market, National Longitudinal Surveys.

Doctoral thesis.

PB-274 296/3/XCB PC **A10**/MF **A01**

DL-91-06-76-08
Employment Behavior of Husbands in Two-Worker Families: An Empirical Investigation. Doctoral thesis,
California Univ., Los Angeles.
M. W. Mooney. Sep 77, 158p DLMA-91-06-76-08-1

This study identifies a number of differences between the employment behavior of husbands in one-worker and two-worker households that explain the characteristically lower earnings of the latter group and explores the direction of causality embedded in this relationship. Research findings indicate that the lower earnings of men in blue collar households and/or the lower education classes are primarily attributable to lower wage rates, while among the white collar men and the better educated, it most frequently results from fewer average work hours. Assuming that the family members commitment to traditional sex role stereotypes weakens with rising education-occupation class, this pattern supports the conclusion that changing social norms favoring more symmetrical economic roles for married partners will be accompanied by a structural shift in the characteristic behavior of husbands that has the effect of increasing the income elasticity of their labor supply. (Portions of this document are not fully legible)

Keywords: **Employment, Females, Attitude surveys,** Family relations, Males, Socioeconomic status, Earnings, Absenteeism, Mobility, Retirement, Roles(Behavior), Adjustment(Psychology), Income, Professional personnel, Skilled workers, Unskilled workers, Theses, Working women.

PB-273 981/1/XCB PC **A08**/MF **A01**

DL-91-06-76-12
Sources of Occupational Prestige: A Study of Public Opinion. Final rept.,
Stanford Univ., Calif. Lab. for Social Research.
A. J. Kolstad. Jul 76, 314p DLMA-91-06-76-12-1

This dissertation addresses two questions pertaining to the prestige of occupations: first, what attributes of work roles, in addition to earnings, influence public opinion ratings of various occupations and second, how does the magnitude of these influences vary within the general public by socioeconomic position and other social factors.

Keywords: **Job satisfaction, Public opinion, Social attitudes, Jobs,** Attitude surveys, Employment, Characteristics, Earnings, Education, Requirements, Theses.

PB-273 705/4/XCB PC **A14**/MF **A01**

DL-91-06-76-22
Layoffs and Other Turnover Flows: Industry Differences and the Role of Fixed Employment Costs. Final rept.,
California Univ., Berkeley. Inst. of Industrial Relations.
H. C. Benham. 1 Jun 78, 190p DLMA-91-06-76-22-1

This dissertation addresses questions of layoff related unemployment incidence and duration by considering the factors influencing firms' decisions to layoff and recall. The approach employed suggests a different focus for Public Policy. Of particular interest is how the size of the pool of laid-off workers, the stock of rehirables, influences layoff and recall decisions.

Keywords: **Personnel selection, Unemployment,** Demand(Economics), Supply(Economics), Economic models, Employment, Unemployment, Statistical analysis, Decision making, Theses.

Doctoral thesis.

PB-284 430/6/XCB PC **A09**/MF **A01**

DL-91-06-76-28
Unemployment Insurance in Transition. An Evaluation of the Impact of UI (Unemployment Insurance). Final rept.,
California Univ., Berkeley. Inst. of Industrial Relations.
C. B. Vickery. Mar 78, 59p DLMA-91-06-76-28-1

Three major issues concerning Unemployment Insurance--benefit adequacy, financing, and the impact on the unemployment rate--are analyzed. As a benchmark of benefit adequacy, short-run nondeferrable expenditures are estimated for three income groups from two data sources. The UI wage replacement rates for workers from families in these three income groups with both one and two earners are then compared to the estimated nondeferrable expenditures. Recommendations are made for restructuring the benefits. The impact of the UI program on the composition of unemployment duration for covered and uncovered workers is explored.

Keywords: **Unemployment, Insurance, Unemployment insurance,** Employment, Economic analysis, Incentives, Income, Expenses.

PB-284 369/6/XCB PC **A04**/MF **A01**

DL-91-06-77-02
Impact of Public Employee Unions on City Budgeting and Employee Remuneration - A Case Study of San Francisco. Final rept.,
California Univ., Berkeley.
H. C. Katz. 1977, 211p DLETA-91-06-77-02-1

The thesis is a case study of the impact of public employee unions on the city government of San Francisco. The thesis includes a quantitative study of employee wage rates, pension benefits, and the distribution of wage rates among the city's workforce. The costs of labor to the city are utilized to model the city's budgetary process and analyze the influence that changes in employee remuneration exerted on inter- and intra-departmental personnel and budgetary allocations. The thesis includes an institutional study of labor relations in San Francisco which seeks to identify the channels of public employee union influence. The study of labor relations addresses such issues as the role and consequences of municipal employee strikes and the role of multilateral bargaining between public and private sector unions, city officials, and downtown business groups.

Keywords: **Local government, Municipalities, Labor unions,** Labor relations, Strikes, Government employees, Salaries, Fringe benefits, Pensions, Budgeting, Cost analysis, Bargaining, Surveys, California, Theses, San Francisco(California).

Doctoral thesis.

PB-274 304/5/XCB PC **A10**/MF **A01**

DL-91-06-77-10
Work, Wages, and Job Changes: Returns to Labor Market Mobility for Women. Final rept.,
California Univ., Berkeley.
C. C. Rence. 9 Nov 78, 219p DLETA-91-06-77-10-1

This study analyzes the effects of changes in market jobs on earnings and labor supply decisions for women workers who are in their thirties and forties (using National Longitudinal Survey of mature women, 1969-1972). In addition to predicting percentage changes in hourly wage rates as a result of employer changes, this research examines flows out of the paid labor force and adjustments in hours of market work. Quits are divided into family-related quits and job-related quits, and both of these groups are distinguished from job losses. Job-related quits are more likely to increase their hours of market work when they change jobs than either family-related quits or job-losers. Forty percent of the women job-changers were hurt by turnover in the sense that they earned less after changing employers than they earned at their old market jobs.

Keywords: **Females, Employment, Mobility,** Salaries, Economic analysis, Statistical analysis, Family relations, Theses, Labor force.

Doctoral thesis.

PB-289 441/8/XCB PC **A10**/MF **A01**

DL-91-06-77-23
Overeducation in the U.S. Labor Market. Final rept.,
Stanford Univ., CA.
R. W. Rumberger. Jul 78, 234p DL-91-06-77-23-1

The research addresses the topic of over-education--the inability of many educated workers to find jobs commensurate with their level of training. The results indicate that (1) overeducation is a widespread phenomenon which has increased since 1960; (2) the changing skill requirements of jobs has slightly reduced the number of highly skilled jobs in the economy; and (3) overeducation is more widespread among blacks than whites, although these differences have decreased since 1960.

Keywords: **Education, Manpower utilization, Qualifications, Underemployment, Job skills,** States(United States), Theses, Placement, Employment, Earnings, Job analysis, Negroes, Decision making, Economic theory, Job satisfaction, Economics, Labor market, Labor economics, Educational experience, Public policy.

PB-288 241/3/XCB PC **A11**/MF **A01**

DL-91-06-77-32
Determinants of Earnings and Occupation for Young Women. Final rept.,
California Univ., Berkeley. Inst. of Industrial Relations.
D. W. Boothby. 1 Sep 78, 156p DL-91-06-77-32-1

Women who work in market jobs earn less than men, and tend to be employed in a small number of occupations with largely female workforces. There are three lines of explanation advanced by economists for these phenomena, all of which link women's low pay and occupational concentration. These are: (1) Women plan to withdraw from the labor force for an extended period in order to raise children. This leads women to invest less in job skills than men; consequently, women are paid less and are concentrated in less-skilled occupations. (2) Women are discriminated against in pay and in entry to jobs in other than certain women's occupations. (3) Women's socialization results in their lower pay and occupational concentration, either directly or indirectly through effects on their career decisions. This dissertation evaluates the explanatory power of these three theories. The following conclusions are reached: (1) Commitment to market work is an important determinant of which women get the best market jobs, but not of sex differences in income and occupation. (2) Sexual socialization has important indirect effects on women's earnings and occupations through its effect on education and child-bearing decisions. (3) Discrimination is an important cause of sex differences in earnings and occupations.

Keywords: **Females, Males, Negroes, Earnings, Supply(Economics), Working women, Blacks, Labor economics, Work force characteristics,** Socioeconomic status, Education, Theses, Tables(Data), Least squares method, Career choice, Child rearing, Income schooling relations, Socialization, Discriminatory employment practices.

PB-286 104/5/XCB PC **A08**/MF **A01**

DL-91-06-77-56
New Health Professionals: An Examination of Factors Influencing Their Distribution in the Delivery of Primary Health Care. Final rept.,
Stanford Univ., CA. Graduate School of Business.
I. M. Kuhn. Jun 80, 494p DLETA-91-06-77-56-1

The New Health Professionals (NHP), Physician's Assistants (PA) and Nurse Practitioners (NP). OBJECTIVE: To obtain information about relationships between the geographical NHP distribution and (1) conditions in state NHP laws and regulations, (2) Medicare and Medicaid payment policies (3) characteristics of the medical practice in which the NHP works and (4) information about the NHP held by the physician. METHODS: Two-stage least squares regression analysis is used to examine a multivariate model of NHP distribution. The content of all NHP laws and regulations is analyzed to develop regulatory scores that measure the degree of control over the approval and use of the NHP in health care. RESULTS: The nature of NHP laws and regulations significantly influence the distribution of the PA and NP. Positive relationships exist between NHP distribution and the legal provisions that legitimize the role of the NHP. While the PA and NP perform similar functions when providing health care, different factors appear to influence their distribution. Even though the PAs are locating in rural and small urban areas, it appears that these areas may not be those where there is a shortage of health care providers.

Keywords: **Primary health care,** Distribution, Economic models, Medical personnel, Statistical analysis, Government policies, Theses, Regulations, Rural areas, Employment, State government, Law(Jurisprudence), Legislation, Physicians assistants, Nurse practitioners, Health providers, Delivery of health care.

Doctoral Thesis.

PB80-213515/XCB PC **A21**/MF **A01**

DL-91-06-78-02
Implicit Contracting, Trade Unionization, and the Response to Demand Variation in U.S. Manufacturing. Final rept.,
California Univ., Los Angeles.
J. E. Pearce. Mar 80, 122p DLETA-91-06-78-02-1

The thesis describes the behavior with respect to the labor market of a firm that employs individual workers for an extended period of time, even though it routinely experiences a considerable amount of variation in its demand for labor. The paper contains a theoretical and empirical analysis of the effect of short run demand shifts on wages, hours worked, and the number of employees at work and on layoff. A comparison of the behavior of unionized employers in this environment with the practices of similar nonunion employers receives special attention. The theoretical analysis integrates some premises of the recent implicit contracting literature with aspects of older studies on the effects of firm specific human capital. The empirical analysis uses the Current Population Surveys from May of 1973-1975 to investigate the experiences of production workers in manufacturing during the peak-to-trough movement in aggregate demand that occurred over this period.

Keywords: **Unionization, Demand(Economics), Labor market,** Manpower, Bargaining, Labor unions, Occupational mobility, Employment, Salaries, Manufacturing, Theses, Regression analysis, Job layoff, Working hours, Collective bargaining, Wages.

Doctoral thesis.

PB80-162175/XCB PC **A06**/MF **A01**

DL-91-06-78-14
Effect of Cyclic Variation in the Distribution of Income on the Measured Value of Education. Final rept.,
Houston Univ., TX. Dept. of Economics.
J. S. Cunningham. Mar 81, 157p

The primary objective of this study is to evaluate the response of demand for formal education to cyclical change in the level of aggregate economic activity. Hypotheses derived from an economic theory of schooling decisions are tested with data on enrollment and school completion rates for both secondary and college levels. A model of individual human investment choice is developed in which transitory market wage variation influences investment opportunity cost via direct time cost and income effects. Since these may be countervailing influences, opportunity cost can move pro- or countercyclically. Cyclical investment patterns are further examined in the context of capital market imperfections, variable cycle length, and interactive support of second parties, e.g., parents.

Keywords: **Education, Income,** Decision making, Models, Economic factors, Family relations, NTISLABPEU, NTISLABETA.

PB81-195281/XCB PC **A08**/MF **A01**

DL-91-06-78-29
Primary Group Relations, Occupational Mobility, and Orientation to Work. Final rept.,
California Univ., Los Angeles.
S. E. Radecki. Jun 81, 385p DLETA-91-06-78-29-1

A sample survey of employed men was conducted in the city of Bellflower, California to determine the relationship between the form of individuals' primary social ties and their ability to relate to the practical, instrumental concerns involved in full, effective participation within the occupational sphere. The survey (n=458) documents a relatively low degree of career occupational mobility within the city (along with a low level of identification with work) in conjunction with imbeddedness in the communal forms of primary social interaction associated with traditional, non-urban societies. The data thus lend empirical support to previous ethnographic findings by demonstrating an inverse relationship between involvement in communal social relations and individuals' predilections toward occupational pursuits.

Keywords: **Employment, Males,** Surveys, Job satisfaction, Mobility, Socioeconomic status, Ethnic groups, Surveys, Theses.

Doctoral thesis.

PB82-113739/XCB PC **A17**/MF **A01**

DL-91-06-79-20
Effects of Placement Services on Jobs Corps Participants' Post-Program Labor Market Experiences. Final rept.,
California Univ., Los Angeles.
N. B. Davidson. 15 Sep 81, 156p DLETA-91-06-79-20-1

The study investigates the effects of placement agency assistance on the subsequent labor market experiences of former Job Corps members. The sample of 2148 Job Corps leavers is stratified into those with (n-889) and those without (N-1259) reported contact(s) with one or more placement agencies and their post-programs experiences in the labor force are compared. The analyses indicates that placement-assisted former Corps members had higher labor force participation rates, more employment in governmental work programs, and more employment in organizations where unions were present than those not assisted. The placement-assisted group, however, also spent smaller proportions of the postprogram time in the labor force, had jobs of shorter duration, and spent less of their labor force time employed.

Keywords: **Placement, Employment, Experience, Labor force participation,** Youths, Unemployment, Occupational mobility, Labor market, Program evaluation.

PB82-113408/XCB PC **A08**/MF **A01**

DL-91-06-79-27
Regional Employment Effects of Federal Business Tax Incentives. Final rept.,
California Univ., Berkeley. Inst. of Business and Economic Research.
M. I. Luger. Oct 81, 244p DLETA-91-06-79-27-1

The report demonstrates how federal business tax incentives (BTI's), especially investment tax credits and accelerated depreciation allowances, favor some metropolitan areas more than others. The cities of Los Angeles and Philadelphia are examined with respect to the subject matter.

Keywords: **Employment, Taxes, Incentives,** Regions, National government, Investments, Income taxes, Economic impact, Urban areas, Profits, Pennsylvania, California, Businesses, Depreciation, Tax credits, Los Angeles(California), Philadelphia(Pennsylvania).

Doctoral thesis.

PB82-127101/XCB PC **A11**/MF **A01**

DL-91-06-79-44
Wage Discrimination in the Federal Government. Final rept. 1 Sep 79-31 Aug 81,
California Univ., Santa Barbara.
G. J. Borjas. 3 Aug 81, 79p DLETA-91-06-79-44-1

The research presents a theoretical and empirical analysis of employment discrimination in the federal bureaucracy. The major empirical finding is that there exist significant differences among federal agencies in their racial and sexual employment policies. The analysis then explores whether these differences are consistent with those suggested by the political approach to government behavior. The empirical analysis is based on employment records from the Central Personnel Data File.

Keywords: **Wages, Discrimination,** Employment, National government, Government policies, Earnings, Civil service, Females, Negroes.

PB81-247736/XCB PC **A05**/MF **A01**

DL-91-09-74-18
Costs of Labor Adjustment and the Demand for Labor: A Case Study in the Micro-Foundations of Macroeconomics. Master's thesis (Final),
Yale Univ., New Haven, CT.
J. B. Ratner. May 78, 168p DL-91-09-74-18-1

The study investigates the adjustment cost hypothesis of lags of employment behind output. It develops the theory and measurement of labor adjustment costs. Data were collected from departments within a single, large industrial establishment. Methods and results of estimating the transactions cost (TC) component of adjustment costs are presented first. These estimated costs account for a maximum employment lag of two weeks. Labor turnover also generates costs within the production process, by adversely affecting both individual skill-acquisition and work-effort as well as social solidarity and work integration within groups. Production functions with proxies for these phenomena were estimated for intra-establishment data. The implied levels of production-related adjustment costs (PRAC) account for a maximum employment lag of three weeks. The combined TC and PRAC estimates imply a maximum employment lag of less than five weeks. In sum, adjustment costs account for only a fraction of the length of the employment lags directly estimated in labor demand equations.

Keywords: **Manpower, Expenses, Employment, Local economics,** Demand(Economics), Productivity, Personnel selection, Recruiting, Adjusting, Group dynamics, Personnel development, Cost estimates, Surveys, Statistical analysis, Functions(Mathematics), Skill development, On job training, Labor turnover.

PB-290 807/7/XCB PC **A08**/MF **A01**

DL-91-09-75-35
Retirement Decision of Older Men: An Empirical Analysis. Final rept. Jun 75-Dec 79,
Yale Univ., New Haven, CT.
T. A. Gustafson. Apr 82, 177p DLMA-91-09-75-35-1

This study explores the sensitivity of estimates of the probability of retirement to variations in empirical specifications. An evaluation of the recent microeconomic literature relating to the retirement decision and to the labor supply of older workers stresses the wide divergence of results from different studies, including a controversy about the relative roles of bad health and retirement benefits in explaining the decision to retire. This study uses a simple theoretical and empirical model of the retirement decision, viewed as a binary choice. Various possible definitions of both dependent and independent variables are explored in detail. The model is estimated with a number of variations in the empirical specification, using the sample of mature men from the National Longitudinal Survey. These variations include different formulations of the key variables, corrections for selectivity bias, and use of subsamples of different demographic groups. The study concludes that both bad health and retirement benefits affect the retirement decision; this result is robust in the face of changes in specification. In contrast, a number of other variables hypothesized to be important, including the wage rate, do not consistently have much explanatory power.

Keywords: **Males, Decision making, Retirement,** Social security, Pensions, Earnings, Income, Salaries, Economic models, Labor force participation, Working hours.

PB82-260001/XCB PC **A09**/MF **A01**

DL-91-09-76-02
Local Labor Market Structure: Its Effects on Wages. Final rept.,
Connecticut Univ., Storrs.
R. W. Stratton. Nov 76, 189p DLMA-91-09-76-02-1

This report uses cross-sectional data for 1970 to test the effects of unionism, employer labor market concentration, and employer product market concentration on the prevailing earnings levels in different local labor markets. An index of unionism is developed from existing data, which varies by SMSA and industry. Also, an index of employer labor market concentration is developed using data from County Business Patterns and the comprehensive concentration index.

Keywords: **Employment, Salaries, Labor market,** Businesses, Industries, Labor unions, Labor relations, Surveys, Theses.

Doctoral thesis.

PB-274 303/7/XCB PC **A09**/MF **A01**

DL-91-09-76-05
Part-Time Work: The Effect of Fragmentation on Employees. Final rept.,
Yale Univ., New Haven, CT.
J. A. Mintz. 30 Oct 78, 161p DLMA-91-09-76-05-1

A simulated work environment was created for 54 individuals to study the impact of hours worked and task fragmentation on employees' productivity and job satisfaction. The results suggest, as hypothesized that part-time workers can be as effective as full-time workers if they do not have fragmented task assignments. In addition there is some evidence that part-timers are more satisfied with their work than full-timers. Task complexity appeared to be another critical variable. Additional research on different kinds of tasks and in real work settings is recommended to more fully understand the impact of having part-time workers.

Keywords: **Job analysis, Productivity, Job satisfaction, Part time jobs, Task fragmentation,** Employment, Environment, Work elements, Scheduling, Personnel, Complexity levels, Work environment, Working hours, Task analysis.

PB-289 252/9/XCB PC **A08**/MF **A01**

DL-91-09-76-36
Democracy, Authority and Alienation in Work: A Case Study in Workers' Participation in an American Corporation. Final rept.,
Yale Univ., New Haven, CT.
J. F. Witte. 1 Apr 78, 414p DLETA-91-09-76-36

This dissertation analyzes a project in workers' participation in a large American corporation, where the author was a participant observer for nearly two years. The project introduced two basic forms of participation: joint worker-manager policy-making; and operational-level experiments with autonomous and semi-autonomous work groups. The program was analyzed in terms of the effectiveness of participation, including the level of participation throughout the company, the quality of decisions, and the possibility for worker cooptation. Based on lengthy interviews with workers and managers both before and one-and-one-half years into the experiments, changes in belief in participation, job satisfaction, and worker alienation are reported. Trends in productivity, turnover, and scrap rates are also analyzed. While the findings vary somewhat depending on the mode of participation, the thesis is that workers' participation is very difficult to accomplish primarily because it challenges the basic meritocratic principles around which modern corporations are organized.

Keywords: **Participative management, Corporation,** Attitude surveys, Job satisfaction, Group dynamics, Labor relations, Industrial relations, Social organization, Theses.

PB-283 208/7/XCB PC **A18**/MF **A01**

DL-91-09-76-44
Changing Places: Women and Men in Non-Traditional Clerical, Craft and Technical Jobs. Rept. for 1 Jul 76-30 Jun 77,
Yale Univ., New Haven, CT. Dept. of Administrative Sciences.
C. T. Schreiber. Dec 77, 305p DLMA-91-09-76-44-1

The study addresses a contemporary social phenomenon; the entry of men and women into clerical, craft and technical jobs previously occupied solely or predominantly by members of the other sex. Eight non-management jobs in one organization were sampled. One hundred men and women, fifty in non-traditional positions, were asked about work experiences through interview and questionnaire: their supervisors were queried via subsequent questionnaire. Initial comparisons between groups on stress-related outcomes were tentative, since there were complex organizational factors impinging on the sample group. When these factors were included in the analyses, through multiple regression analysis, the specific components of stress and satisfaction were clarified.

Keywords: **Job satisfaction, Adjustment(Psychology),** Attitude survey, Males, Females, Job analysis, Employment, Incentives(Psychology), Manpower utilization, Skilled workers, Statistical analysis, Interpersonal relations, Theses, Role playing, Craftsmen, Clerical occupations, Technical occupations.

PB-274 308/6/XCB PC **A14**/MF **A01**

DL-91-09-77-29
Organizational Effectiveness: Its Measurement and Prediction in Higher Education. Final rept.,
Yale Univ., New Haven, CT. Dept. of Administrative Sciences.
K. S. Cameron. Dec 78, 404p DLETA-91-09-77-29

A conceptual framework for organizational effectiveness is proposed in this study as a result of the examination of several methodological and theoretical issues surrounding the concept of effectiveness. The study reports the results of three studies conducted in 47 institutions of higher education. The primary task was to define, measure and predict organizational effectiveness as applied to undergraduate higher education. Nine dimensions of organizational effectiveness were identified which proved to be reliable and valid indicators of effectiveness in colleges and universities, and four clusters of institutions were identified which possess a distinctive effectiveness profile on the nine effectiveness dimensions. Multiple regression and discriminant analysis procedures applied to the institutional clusters and to the individual effectiveness dimensions revealed that environmental receptivity dimensions, institutional affluence, unique domain choices, organizational saga, decentralized decision making, and proactive strategic emphasis are among the most important variables in predicting organizational effectiveness in institutions of higher education. (Portions of this document are not fully legible)

Keywords: **Organization theory, Universities,** Faculty, Education, Productivity, Program effectiveness, Students, Job satisfaction, Labor unions, Surveys, Theses.

Doctoral thesis.

PB-284 438/9/XCB PC **A18**/MF **A01**

DL-91-09-77-42
Study of the Effects of Task Goal and Schedule Choice on Productivity. Final rept.,
Yale Univ., New Haven, CT. School of Organization and Management.
G. A. Bassett. Mar 78, 232p

Extent of worker choice of task goal level and work schedule, which together determine work pace, was manipulated on a scale of free choice, assignment to preferred work pace, and assignment to non-preferred work pace in a 3 x 2 x 2 factorial design to determine their effect on productivity and attitude measures. Free choice, high task goal and compressed work schedule were expected to result in higher productivity but have little or no effect on attitude. Results were as hypothesized on the work quantity measure (rate of work output), and significantly but exactly reversed for the choice manipulation.

Keywords: **Job satisfaction, Scheduling, Productivity,** Employment, Attitudes, Objectives, Personnel selection, Earnings, Absenteeism, Manpower utilization, Motivation, Performance, Qualifications, Quality of worklife.

PB-284 346/4/XCB PC **A11**/MF **A01**

DL-91-10-76-68
Supply of Married Professional Nurses. Final rept.,
Delaware Univ., Newark. Dept. of Economics.
C. R. Link, and R. F. Settle. 22 Dec 77, 64p DLETA-91-10-76-68-1

This report presents estimates of wage and labor supply functions for married (husband present) registered nurses. The basic sources of data are the one-in-one-hundred Public Use Sample of the 1970 Census and the 1970 American Hospital Association annual survey of hospitals. The wage equation, estimated with OLS techniques, suggests that monopsonistic behavior on the part of hospitals substantially depresses nurse wages. Hospitals operating in a highly competitive labor market typically pay about 10 percent more than hospitals confronted by concentrated labor markets.

Keywords: **Nurses, Supply(Economics), Earnings,** Professional personnel, Economic models, Females, Health manpower, Salaries, Hospitals, Employment, Labor unions, Family(Sociological unit).

PB-280 987/9/XCB PC **A04**/MF **A01**

DL-91-11-76-48
Factors Influencing Role-Innovative Career Striving in Black and White College Women: The Effect of Expectancies, Causal Attribution, Sex Role Self Concept and Achievement Related Motives. Final rept.,
Howard Univ., Washington, DC.
M. T. S. Mednick. 31 Oct 79, 88p DLETA-91-11-76-48-1

Motivational and cognitive factors related to the career aspirations of black and white college women were examined. The results indicate greater internality for success and externality for failure for the innovators as compared with the traditionals. The groups were also differentiated on the measures of achievement motivation and sex role self concept.

Keywords: **Females, Motivation, Employment,** Personality, Ethnic groups, Career development, Negroes, Education, Universities.

PB80-102585/XCB PC **A05**/MF **A01**

DL-91-12-79-41
Permanent Differences in Unemployment Rates and Permanent Wage Differentials,
Florida Univ., Gainesville. Dept. of Engineering Sciences.
J. D. Adams. Feb 81, 67p DLETA-91-12-79-41-1

The report studies wage premia for cyclicality and unemployment in the presence of UI benefits. It finds that there is a substantial premium for both cyclicality and unemployment, and that UI benefits tend to reduce the wage premia induced by the former factors.

Keywords: **Unemployment, Insurance,** Economic analysis, Mobility, Salaries, Employment.

PB81-178972/XCB PC **A04**/MF **A01**

DL-91-13-77-19
Employment of Dual-Career Couples. Final rept.,
Georgia State Univ., Atlanta.
M. Barger, and L. Wright. 1977, 71p DLETA-91-13-77-19-1

This project investigated the responses of management executives in the Atlanta area to a series of employment simulations where sex and dual-career marital status of the applicants were manipulated. Of 400 questionnaires mailed out, 83 usable ones were returned. Statistical analysis of the data showed: (1) that executives in general rate males as more desirable as employees than females; (2) persons in traditional single-employment marriages are given higher ratings than persons in dual-career marriages; and (3) certain personal characteristics of executives such as number of dual-career couples they know, whether their spouses work and size of their company, tended to predict their decisions on the simulations. It is concluded that bias against females and members of dual-career couples does exist in employment.

Keywords: **Employment, Family(Sociological unit),** Males, Females, Job analysis, Manpower utilization, Personnel selection, Salaries, Family relations, Children.

PB-282 970/3/XCB PC **A04**/MF **A01**

DL-91-13-78-44
Influence of Intervention Style, Information, and Social Context on the Persistence of Newly Introduced Behavior in Planned Change Contexts. Final rept.,
Georgia Inst. of Tech., Atlanta. Coll. of Industrial Management.
E. J. Conlon. 7 Dec 79, 133p DLETA-91-13-78-44-1

In a laboratory simulation of a planned change context, the participativeness of intervention style, positivity or negativity of group feedback and positivity or negativity of individual feedback on performance were varied in a factorial experimental design. The dependent variables were performance of a new behavior, valence of key outcomes and the social process indicators of cohesiveness and influence. Significant main and interactive effects were hypothesized and empirically investigated.

Keywords: **Attitudes, Group dynamics,** Productivity, Incentives, Industrial training, Behavior, Performance, Learning, Motivation.

PB80-142219/XCB PC **A07**/MF **A01**

DL-91-13-79-04
Occupational Mobility in a Dual Economy. Doctoral thesis,
Georgia Univ., Athens. Dept. of Sociology.
C. M. Tolbert II. May 80, 169p DLETA-91-13-79-04-1

One important assumption of economic segmentation theory requires that mobility between economic sectors be constrained. The study employs a major variant of these theories--dual economy theory--in an analysis of occupational mobility. Career mobility patterns within core (oligopolistic) and periphery (competitive) economic sectors are examined with conventional occupational mobility tables and nonmetric multidimensional scaling. Results of this analysis appear to indicate greater within-sector than between-sector mobility. Further analysis suggests that the influence of economic sectors on occupational mobility cannot be reduced to individual levels of human capital. It is concluded that our understanding of mobility could be enhanced through a reorientation of contemporary individualistically-oriented theory and policy that takes account of dimensions of the social organization of production such as economic segmentation.

Keywords: **Occupational mobility, Economic factors, Career choice,** Employment, Socioeconomic status, Decision making, Social organization, Education, Abilities, Qualifications, Competition, Industrial relations, Job analysis, Skills, Labor market, Oligopolies.

PB80-187800/XCB PC **A08**/MF **A01**

DL-91-17-71-48
Development of Hometown Plans for Increasing Minority Employment in the Construction Industry of Selected U.S. Cities. Final rept.,
Chicago Univ., IL.
C. R. Tyson. Mar 74, 51p DLMA-91-17-71-48-1

This study analyzed the development and implementation of hometown plans in the construction industry. The primary focus is on the efficacy of hometown negotiations in establishing new rules and institutional arrangements regarding minority hiring and training in area-wide construction systems.

Keywords: **Construction industry, Manpower utilization,** Minority groups, Negroes, Industrial relations, Bargaining, Labor relations, Urban planning, Policies, National government, Local government, Specialized training, Surveys, Theses.

Doctoral thesis.

PB-274 412/6/XCB PC **A04**/MF **A01**

DL-91-17-73-06
Structure of Occupational Mobility in the U.S. Economy. Final research rept.,
Illinois Univ. at Urbana-Champaign. Center for Advanced Computation.
R. C. DauffenBach. Dec 73, 327p UIUC-CAC-DN-103, DLMA-91-17-73-06

Knowledge of the extent and character of occupational mobility is basic to efficient and effective manpower planning and forecasting. This study is a highly detailed approach to such extent and character research questions. The fundamental purpose of this investigation is the identification of mobility-related groups of occupations through use of a neutral methodology. A cluster configuration of occupations, based on mobility patterns and linkages, enables a test of the worth of the recently proposed Job Family basis of occupational classification. Also, it provides information on the nature and kind of families of jobs--thus, there is a typological dimension to this study. (Portions of this document are not fully legible)

Keywords: **Occupational mobility,** Personnel management, Manpower utilization, Employment, Forecasting, Statistical data, Labor market.

PB-276 299/5/XCB PC **A15**/MF **A01**

DL-91-17-74-15
Demand for Youth Labor: A Cross-Sectional Approach. Final rept.,
Illinois Univ. at Urbana-Champaign. Center for Advanced Computation.
E. T. Willauer. 30 Sep 74, 362p CAC/DN-132, DLETA-91-17-74-15-1

This is the report of a study examining the determinants of supply, demand, and labor force participation of youth in the labor market. (Portions of this document are not fully legible)

Keywords: **Employment, Youths,** Demand(Economics), Economic analysis, Manpower, Unemployment, Theses.

PB-283 132/9/XCB PC **A16**/MF **A01**

DL-91-17-74-32
White Collar Work. Final rept.,
Northwestern Univ., Evanston, IL. Dept. of Sociology.
R. A. Berk. 1 Sep 79, 51p DLETA-91-17-74-32-1

The report summarizes findings on the nature of white collar work among a sample of 1308 individuals in managerial, professional, technical, and clerical occupations within 20 financial institutions from the greater Chicago area. The data were collected in 1974, analyzed in 1975, and made available to the public soon after in the form of published work. Four broad questions are considered: (a) What are the hiring mechanisms that explain the underrepresentation of blacks and women in white collar occupations; (b) to what degree is white collar work being proletarianized; (c) what accounts for differences in salaries that individuals receive; and (4) what accounts for differences in average salaries paid for different jobs. The conclusions are by and large consistent with expectations and may have been replicated since.

Keywords: **Personnel selection, Employment,** Salaries, Ethnic groups, Negroes, Females, Recruiting, Males, Banking business, Insurance, Illinois, Discrimination, Chicago(Illinois).

PB-301 320/8/XCB PC **A04**/MF **A01**

DL-91-17-75-01
Attitudes and Practices of Chicago Area Employers Regarding the Hiring of Ex-Offenders: A Survey. Final rept. Oct 75-76,
Chicago State Univ., Ill.
E. D. Tromanhauser. Jan 76, 42p DLMA-91-17-75-01-1

This project, during the year of its operation, used survey research methods (questionnaires and interviews) to determine the attitudes and practices of a randomly selected group of Chicago area businesses, with regard to hiring individuals with criminal conviction records. The objective was to gain insight into the reasons offered by some employers for not employing such individuals, and to determine to what extent employers refuse to consider such individuals. The final report displays the accumulated information graphically, and pinpoints employer rationale. The report also discusses factors in the background of ex-offenders not related to criminal activity, which often make such individuals poor risk employees, and discusses ways to remedy the problem.

Keywords: **Ex-offenders, Employment,** Attitude surveys, Disadvantaged groups, Unemployment, Unskilled workers, Policies, Statistical analysis.

PB-274 245/0/XCB PC **A03**/MF **A01**

DL-91-17-76-18
Development of Work Involvement through Task Success. Final rept.,
Northwestern Univ., Evanston, IL. Graduate School of Management.
D. T. Hall. Sep 76, 172p DLETA-91-17-76-18-1

The purpose of this study was to examine the development of work involvement through task success. Changes in organizational and job characteristics were studied over a 10-month period in a government ministry undergoing top-down reorganization. Three waves of data were collected, 5 months apart. Participants were operating and first-line supervisory personnel in 10 departments.

Keywords: **Attitudes, Employment,** Job satisfaction, Government employees, Industrial management, Motivation, Organizations, Manpower utilization.

PB-283 161/8/XCB PC **A08**/MF **A01**

DL-91-17-76-23
Sexual Inequality of Earnings in Metropolitan Blue-Collar Labor Markets. Final rept.,
Illinois Univ. at Urbana-Champaign. Dept. of Sociology.
R. C. Bibb. 15 Mar 77, 388p DLMA-91-17-76-23-1

Sexual earnings differentials among urban blue-collar workers are examined via analyses of person records from the 1-in-100 Census Public Use Samples. Economic and sociological theories of income determination are examined and found to be inadequate. A social-structural model is proposed which links the economic stratification of enterprises, occupational power, and sex stratification. A recursive path model of blue-collar income determination is estimated which identifies earnings as a function of sex, family status, human capital (education, training, and experience), industry sectoral and occupational affiliation, and hours and weeks worked. Lower earnings among women are found not to be attributable to differences in human capital investments between the sexes, but instead result from the concentration of blue-collar women in unskilled, unorganized occupational groups in the periphery sector.

Keywords: **Employment, Earnings, Females,** Salaries, Education, Skilled workers, Unskilled workers, Inequalities, Males, Social organization, Socioeconomic status, Statistical analysis, Discrimination, Labor market.

PB-274 312/8/XCB PC **A17**/MF **A01**

DL-91-17-76-27
Integrative Approach to the Study of Leadership: An Empirical Examination and Theoretical Integration. Final rept.,
Illinois Univ. at Urbana-Champaign. Dept. of Psychology.
R. P. Vecchio. 23 Jul 76, 196p DLETA-91-17-76-27

Forty-eight four-man groups participated in an empirical examination of the predictive validity of two major approaches to studying leadership effectiveness (i.e., group versus dyadic level of analysis) within the larger conceptual framework of an Integrative Approach. The study, incorporating strong manipulations within a factorial design, employed multiple measures of group and individual satisfaction and performance. Results argued for the following: (1) sufficient doubt exists relative to the validity of the Contingency Model to warrant additional validation attempts; (2) although the Contingency Model did not receive direct support in the present study, it did receive indirect support from the 'spin-off' issues of leader intelligence, intragroup satisfaction, and dyadic refinement; and (3) future research in the area of leadership must not only follow the Contingency Model's example of selecting variables from the major components of the leadership phenomenon (i.e., leader style and situational characteristics) but also select variables relevant to followers' perceptions and reactions.

Keywords: **Leadership,** Effectiveness, Group dynamics, Interpersonal relations, Job satisfaction, Military personnel, Supervision, Performance, Personality, Intelligence.

PB-274 267/4/XCB PC **A09**/MF **A01**

DL-91-17-76-63
Impact of Job History on Managerial Career Success. Doctoral thesis Sep 76-Aug 77,
Northwestern Univ., Evanston, IL. Graduate School of Management. Sears, Roebuck and Co., Chicago, Ill.
M. A. Morgan. Aug 77, 154p DLETA-91-17-76-63-1

The present study investigated the relationships between job history variables and several career success criteria. Job history is defined as the series of job experiences over the span of the person's work life and is operationalized in terms of the individual factors obtained in the Hay system of job evaluation. The research design is a longitudinal archival study which relies upon the personnel record system at Sears, Roebuck and Co. Two hundred and twenty-four store managers are the focus of the research. In general, the results indicate that the series of jobs throughout a manager's career is related to the overall level of success. Successful managers have a history of jobs which are more demanding than less successful managers. Ability and job history work in an additive way to predict career success. The results suggest that job history is a more important determinant of success than ability. These results are discussed in terms of their implications for both researchers and practitioners.

Keywords: **Personnel development, Supervisors, Employment history,** Career development, Performance evaluation, Management training, Qualifications, Abilities, Work experience.

Prepared in cooperation with Sears, Roebuck and Co., Chicago, Ill.

PB-273 916/7/XCB PC **A08**/MF **A01**

DL-91-17-76-65
Labor Supply and Earnings of Farm Families with Emphasis on Off-Farm Work. Doctoral thesis (Final) Sep 76-Dec 77,
Chicago Univ., IL. Dept. of Economics.
D. A. Sumner. Mar 78, 98p DLETA-91-17-76-65-1

This thesis studies the allocation of time and earnings of farmers and their wives by setting out a model and then using this model empirically to explain variations in off-farm job holding and hours of work among a cross-section of Illinois farms. The economic model stresses comparison of the marginal value of time at each use to derive time allocation. The author discusses factors which determine the marginal value of time allocated to farming, off-farm work and non-work activities. Results of econometric analysis indicate that a quadratic age profile with a peak around age 40 exists in the pattern of off-farm work. Further, schooling has a positive impact on off-farm work. Schooling and job experience have significant effects on off-farm wages. Finally, farmers are quite responsive to their potential off-farm wages. Finally, farmers are quite responsive to their potentential off-farm wage in allocating their work time between faming and jobs off the farm.

Keywords: **Farms, Personnel, Farmers,** Employment, Earnings, Family relations, Children, Education, Economic analysis, Models, Theses, Labor force.

PB-292 035/3/XCB PC **A05**/MF **A01**

DL-91-17-77-20
Black/White Wage and Employment Changes: A Look at Production Workers in South Carolina, 1940-1971. Doctoral thesis (Final),
Chicago Univ., IL. Dept. of Economics.
R. J. Butler. 6 Oct 79, 163p DLETA-91-17-77-20-1

The dynamic convergence of black/white wage differentials during the 1960s elicited a number of important analyses that advanced demand oriented explanations for the relative improvement in black wages. The dissertation analyzes the secular movement of the wages (and employment) of black and white production workers in South Carolina in order to ascertain the role that these demand, as well as supply, forces played in elevating relative black wages.

Keywords: **Employment, Salaries, South Carolina,** Production, Unskilled workers, Negroes, Education, Supply(Economics), Demand(Economics), Population migration, Income, Earnings, Schools, Theses, Wages, Labor supply, Labor force participation, Labor market, Equal opportunity.

PB80-102346/XCB PC **A08**/MF **A01**

DL-91-17-77-37
Household Life Cycle Model Under Uncertainty: An Econometric Model of Labor Supply. Final rept. Jun 77-Dec 79,
Chicago Univ., IL.
T. E. MaCurdy. Mar 79, 94p DLETA-91-17-77-37-1

Over the past several years there has been considerable activity in formulating life cycle models of labor supply. The crucial implication of this work is that the supply of labor is a function of both current and future wages, as well as such variables as wealth and the worker's future prospects. Most of this work has gone unnoticed in the empirical literature on labor supply. A major goal of this study is to synthesize existing knowledge into an estimable model of labor supply that incorporates life cycle factors. A second objective is to estimate a dynamic model of labor supply using panel data. To take full advantage of panel data, a third focus of this research is the formulation of new econometric models that exploit the time series aspect of the data.

Keywords: **Economic models, Manpower, Labor force participation,** Life cycle, Supply(Economics), Households, Salaries, Statistical analysis, Socioeconomic status, Theses, Income, Time series analysis, Males, Economic analysis, Probability theory.

PB81-119323/XCB PC **A05**/MF **A01**

DL-91-17-77-47
Comparative Examination of the Relative Effectiveness of Several Different Approaches in the Prediction of Withdrawal Behavior. Final rept.,
Illinois Univ. at Urbana-Champaign. Dept. of Psychology. Kent State Univ., OH. Dept. of Administrative Sciences.
P. W. Hom. Jul 79, 170p DLMA-91-17-77-47-1

The effectiveness of the Fishbein and Triandis models, organizational commitment, job satisfaction, and a within-person expectancy model in predicting reenlistment in the National Guard were compared. Surveys were administered to 1169 Guardsmen in 29 National Guard units. Reenlistment was strongly predicted by the Fishbein and Triandis models (Rs = .70's), moderately predicted by commitment and job satisfaction, and poorly predicted by the expectancy model. Implications for the attitude-behavior relation and the turnover process are discussed.

Keywords: **Military personnel, Job satisfaction,** Motivation, Attitudes, Employment, Recruiting, Absenteeism, Attitude surveys, Theses.

Prepared in cooperation with Kent State Univ., OH. Dept. of Administrative Sciences.

PB-298 093/6/XCB PC **A08**/MF **A01**

DL-91-17-77-48
Labor Utilization and the Assimilation of Asian-Americans. Final rept.,
Chicago Univ., IL.
A. H. Li. Jun 80, 407p DLETA-91-17-77-48-1

The research addresses the topic of underemployment as measured by the extent of unemployment, involuntary part-time work, inadequate income, and mismatch between education and occupation. The first part of the study critiques a number of conventional measures of economic well-being and compares them with Hauser's Labor Utilization Framework (LUF) in terms of operationalization and comprehensiveness. The second part of the study uses 1970 Census data and measures the degree of labor utilization of Asian-Americans in terms of the LUF. In this section, Asians are classified by ethnicity and immigration generation and comparisons are made with White American.

Keywords: **Manpower utilization, Ethnic groups,** Employment, Females, Government policies, Males, Mobility, Professional personnel, Qualifications, Unemployment, Socioeconomic status, Urban areas, Asian Americans.

PB81-114118/XCB PC **A18**/MF **A01**

DL-91-17-78-01
Race and Sex Differences in the Probability and Consequences of Turnover,
Illinois Univ. at Urbana-Champaign.
F. D. Blau, and L. M. Kahn. Jan 79, 87p DLMA-91-17-78-01-1

While women are found to have substantially higher average quit rates than men, their responses to a given set of personal and job characteristics is about the same as men's. It is found that blacks and whites have approximately the same overall quit rates, and that blacks of comparable personal and job characteristics would actually quit less frequently than whites. For all groups, quitting has little effect on current wages but does raise long-term earnings prospects. With respect to layoffs, blacks are found to have higher average layoff rates and to be more prone to layoffs than comparable whites. On the other hand, women have lower overall layoff rates than men, and are less susceptible to layoffs than men with similar characteristics. Among individuals who were laid off their jobs but were re-employed by the time of the next survey, white men experience the greatest declines in both current wage growth and long-term earnings prospects (relative to nonlayoffs); re-employed women are not necessarily hurt by layoff at all. However, women and blacks are considerably less likely than men and whites to be re-employed.

Keywords: **Probability theory, Unemployment, Occupational mobility, Labor turnover, Job layoff,** Males, Females, Personnel selection, Employment, Negroes, Mobility, Personnel replacement, Earnings, Supply(Economics), Statistical analysis, Demand(Economics), Ethnic groups, Tenure, Reduction in force, Job search methods, Labor force nonparticipants, Labor economics.

PB-293 048/5/XCB PC **A05**/MF **A01**

DL-91-17-78-05
Work Commitment among Young Women: Its Relation to Labor Force Participation, Marriage, and Childbearing. Final rept. Nov 77-May 79,
Illinois Univ. at Urbana-Champaign. Dept. of Sociology.
G. D. Spitze. May 79, 258p DLMA-91-17-78-05-1

The research analyzes the relations between young women's attitudes and preferences about market work and their labor force and family-building experiences in early adulthood, focusing on the causal relations between early employment and work-related attitudes, and between these attitudes and the timing of family formation. Data over a five-year period on women age 14 to 24 in 1968 are taken from the National Longitudinal Survey of Young Women. The major thrust of the findings suggests that work-related attitudes and preferences of young women are highly mutable during early adulthood, and relate only minimally to the timing or quality of early labor force experiences. Long term preferences for market work are linked to family building and dissolution. Women with a taste for paid employment delay marriage and childbearing, presumably to allow time for preparation for market work, and also are more likely than others to dissolve a marriage. Taste for market work decreases upon first marriage but increases with marital dissolution or the birth of a child, presumably due to changes in resources.

Keywords: **Females, Attitudes, Employment,** Job satisfaction, Children, Marriage, Roles(Behavior).

PB-295 333/9/XCB PC **A12**/MF **A01**

DL-91-17-78-10
Increment-Decrement Working Life Tables for the United States, 1972. Final rept. 1 Feb 78-31 May 79,
Illinois Univ. at Urbana-Champaign. Program in Applied Social Statistics.
R. Schoen. Jun 79, 45p PASS-7908, DLMA-91-17-78-10-1

The tables reflected a continuing decline in the working life expectancies of males, largely due to increases in rates of retirement for men in their 50's and early 60's. For females they show that, on the average, nearly half of a woman's lifetime between the ages of 15 and 65 was spent in the labor force. Comparisons between the conventional and increment-decrement working life tables highlighted shortcomings in the conventional tables with regard to describing the flows between labor force statuses, reflecting the implications of recent behavioral changes, and measuring the expected number of future years spent in the labor force.

Keywords: **Manpower utilization, Retirement, Age, Working life expectancy,** Employment, Females, Males, Economic models, Demographic surveys, Supply(Economics), Statistical analysis, Social change, United States, Labor supply.

PB-298 773/3/XCB PC **A03**/MF **A01**

DL-91-17-78-10
Working Life Tables for the United States, 1972, Based on Labor Force Accession and Separation Rates. Final rept. 1 Feb 78-31 May 79,
Illinois Univ. at Urbana-Champaign. Dept. of Sociology.
R. Schoen. Jun 79, 9p DLETA-91-17-78-10-1

Using data from the January 1972 and January 1973 Current Population Surveys, the present study constructed a conventional working life table for United States Males 1972 and increment-decrement working life tables for United States, Males and Females, 1972. The tables reflected a continuing decline in the working life expectancies of males, largely due to increases in rates of retirement for men in their 50' and early 60's. For females they show that, on the average, nearly half of a woman's lifetime between the ages of 15 and 65 was spent in the labor force. Comparisons between the conventional and increment-decrement working life tables highlighted shortcomings in the conventional tables, particularly with regard to decribing the flows between labor force statuses, reflecting the implications of recent behavioral changes, and measuring the expected number of future years spent in the labor force.

Keywords: **Employment, Males, Females,** Manpower, Retirement, Mathematical models, Labor force.

PB-301 118/6/XCB PC **A02**/MF **A01**

DL-91-17-78-11
Determinants and Consequences of Young Women's Attitudes Toward Work. Final rept.,
Illinois Univ. at Urbana-Champaign. Dept. of Sociology.
L. J. Waite. Apr 79, 176p DLMA-91-17-78-11-1

The research is focused on the mechanisms through which young women develop attitudes toward and preferences for market work and on the consequences of these attitudes and tastes, once developed, for later labor market experiences. The impact of attitudes held early in life on the extent and nature of later employment is explored, as is the role of early experiences in the labor market in causing changes in later attitudes and tastes. The effect of a first marriage, first birth or divorce on shifts in preference for market over home work is analyzed. A search is made for interactions between a married woman's stage in the family life cycle and various social, economic and demographic characteristics in determining the likelihood that she is in the labor force. These interactions are found.

Keywords: **Females, Attitudes, Employment, Career choice, Work attitudes,** Youths, Social perception, Sociology, Marriage, Social psychology, Family relations, Experience, Life cycles, Job satisfaction, Demography, Working women, Working parents, Employment experiences.

PB-295 388/3/XCB PC **A09**/MF **A01**

DL-91-17-79-03
Organizational Socialization: Predictors of Commitment during and After Entry. Doctoral thesis,
Northwestern Univ., Evanston, IL.
R. W. Hinton. Aug 81, 209p DLETA-91-17-79-03-1

The predictors of commitment to membership in the Naval Reserve examined by this study include the individual's perceptions of various aspects of the organization, the process by which he/she made the decision to join, and support of family, friends and full-time employer. The research design, drawn from the organizational socialization literature, is a longitudinal study utilizing questionnaire data collected at entry into the organization and six months after entry. Seventy-five Naval Reservists are the focus of the research. Results indicate that support of family, friends and full-time employer, importance of extrinsic rewards, and perceptions of freely choosing to join are most strongly related to commitment. The sample was divided into two groups according to the extent to which the individual responds to demands of the situation or the extent to which he/she determines behaviors on the basis of internal dispositions. Results for the two groups suggest that degree of responsiveness to the situation or internal cues is an important moderating variable in determining predictors of commitment. Implications for researchers and practitioners are discussed.

Keywords: **Attitudes, Military personnel,** Personnel development, Incentives, Decision making, Surveys, Questionnaires.

Prepared in cooperation with Department of the Navy, Washington, DC.

PB82-137746/XCB PC **A10**/MF **A01**

DL-91-17-79-13
Demands for Capital and Labor and Their Utilization Rates in Post World War II U.S. Manufacturing. Final rept.,
Northwestern Univ., Evanston, IL. Dept. of Economics.
E. C. Kokkelenberg. Jun 81, 176p

The problem of modeling the firm's demands for capital and labor and their utilization rates is addressed. It was found that single factor demand equations do not accurately explain the employment and the investment behavior of the aggregated economic sector of U.S. Manufacturing. A more complete model is developed which incorporates interrelated factor demands, utilization rates as choice variables with costs associated with depreciation through use, endogenous adjustment costs for quasi-fixed factors, and uncertainty in a dynamic, cost-minimizing framework. The procedure avoids the limitation suggested by various production functions by approximating a quadratic, normalized, restricted cost function. The optimization problem is separated from the forecasting problem associated with the demand function for quasi-fixed factors. The resulting paradigm is tested with Post World War II U.S. Manufacturing data. A number of model specification problems are considered and the final specifications yield insights into the firm's investment and employment options and the complexities of properly modeling such options.

Keywords: **Demand(Economics), Capital, Labor estimates, Manufacturing, Manpower utilization,** United States, Fixed investment, Economic analysis, Employment, Cost estimates, Economic models, Depreciation, Forecasting, Economic factors, Labor market, Input output analysis.

PB81-163958/XCB PC **A09**/MF **A01**

DL-91-17-79-21
Labor Market Effects on Female Labor Force Participation. Final rept.,
Illinois Univ. at Urbana-Champaign.
R. M. Stolzenberg, and L. J. Waite. 31 Mar 81, 40p DLETA-91-17-79-21-1

Children constrain their mother's labor market activity; historically, married mothers of young children have been less likely than virtually any other women to supply labor to the market. In the research reported here the hypothesis is tested that characteristics of the local labor market condition the constraint of young children on their mother's market activity. It is shown that the effect on wive's labor force participation of the number and ages of their children varies substantially across local areas, as does the availability of child care and its cost.

Keywords: **Females, Employment, Children,** Infants, Age, Marriage, Surveys, Day care centers, Labor force participation.

PB81-190621/XCB PC **A03**/MF **A01**

DL-91-17-79-25
Psychological and Economic Determinants of Job Search Behavior: A Longitudinal Study of Adaptation to Job Loss. Doctoral thesis Jun 79-Aug 80,
Northwestern Univ., Evanston, IL.
C. Lentz. Nov 80, 197p DLETA-91-17-79-25-1

The research is a longitudinal field study of 96 workers displaced from their jobs because of a plant closing. Data were collected in three waves timed to coincide with reductions in personal income. This study posited that job search behavior was a function of personal control, economic viability, net advantage and demographic influences. Regression analyses and correlational results offered partial support for the proposed model. Psychological and economic factors differentially contributed to the variance explained of search behavior.

Keywords: **Unemployment, Behavior,** Employment, Income, Personnel, Placement, Salaries, Searching.

PB81-167603/XCB PC **A09**/MF **A01**

DL-91-17-79-30
Examination of the Social Factors Determining Successful Training Performance of Participants in Ex-Offender Manpower Programs: A Model for Predicting Social Behavior. Masters' thesis (Final),
Illinois Univ. at Urbana-Champaign. Inst. of Labor and Industrial Relations.
J. H. Browne. 1980, 192p DLETA-91-17-79-30-1

The research assessed the relative contribution of various behavioral and cognitive factors in predicting the training performance of participants in ex-offender manpower tranining programs. A model for predicting social behavior developed by Triandis (1971, 1977) provided the theoretical framework for the study. Operationalization of the components in Triandis' model related measures used by behaviorists (i.e., habits) and cognitive psychologists (i.e., behavioral intentions) to various indicators of training program performance (i.e., training program completion, voluntary withdrawal from the training program with outside employment secured, voluntary withdrawal from the training program without outside employment secured, and non-voluntary withdrawal from the training program).

Keywords: **Specialized training, Manpower utilization,** Personnel development, Attitudes, Performance evaluation, Behavior.

PB81-156044/XCB PC **A09**/MF **A01**

DL-91-17-79-31
Determinants and Consequences of Obtaining Unionized Employment,
Illinois Univ. at Urbana-Champaign.
F. D. Blau, and L. M. Kahn. Jun 80, 43p DLETA-91-17-79-31-1

The report examines the union impact on job search. Using the National Longitudinal Surveys of young men and young women, the study finds that other things equal, the probability that a job changer obtains a union rather than a nonunion job is negatively associated with the number of weeks of unemployed search between jobs. This finding is consistent with a systematic search model: searchers have prior information about the firms being sampled; to maximize expected wealth, job seekers contact high wage (union) firms before low wage (nonunion) firms. An inverse relationship between search time and unionism results. This finding further implies that existing estimates of union-nonunion wage differentials underestimate the total union effect when search time is taken into account. The difference in expected wage offers for union and nonunion jobs confronting searchers is found to be 24.9%.

Keywords: **Labor unions, Employment, Occupational mobility,** Time measurement, Unionization, Earnings, Personnel selection, Unemployment, Salaries, Labor force participation, Collective bargaining, Wages.

PB80-202146/XCB PC **A03**/MF **A01**

DL-91-17-79-36
Compensating Differentials and Liability Rules. Who Pays for Workers' Compensation. Final rept. Oct 79-Sep 80,
Western Illinois Univ., Macomb. Dept. of Economics.
S. Dorsey, and N. Walzer. 1 Sep 80, 61p DLMA-71-17-79-36-1

The competitive prediction that workers in hazardous jobs will receive wage premiums is based upon the implicit assumption that workers are liable for the costs of their own injuries. It was demonstrated that previous estimates of compensating wage-risk differentials likely are downward biased due to the failure to control for variations in employer liability across states. The estimate of the risk premium for nonunion employees increased significantly when a measure of employers' workers' compensation costs was introduced. It also confirmed another prediction of the competitive model--that increased employer liability for occupational risk precipitates offsetting wage reductions. Thus it appears that in the nonunion sector the cost of workers' compensation is borne almost entirely by employees.

Keywords: **Workmens compensation, Payment,** Liabilities, Expenses, Industrial accidents, Risk, Benefit plans, Economic models, Salaries, Employment, Labor unions, Industrial relations, Wages, Employers.

PB80-222847/XCB PC **A04**/MF **A01**

DL-91-17-7755
Wife's Labor Force Participation and Fertility: Evidence from a Longitudinal Study of a Marriage Cohort. Final rept. 1 Sep 77-31 Dec 78,
Illinois Univ. at Chicago Circle. Dept. of Sociology.
E. Crimmins-Gardner, and P. A. Ewer. Mar 79, 89p DLMA-91-17-77-55-1

The research focused on the relationship between fertility and employment among women in two marriage cohorts. The three spcific research problems investigated include (1) changes in fertility income, and employment over time, (2) the effects of early fertility and marriage on subsequent fertility and employment, and (3) the effects of income, tastes and prices on subsequent employment and employment expectations. The analysis utilized data from a longitudinal study of couples in two marriage cohorts.

Keywords: **Females, Employment, Fertility,** Marriage, Attitudes, Income, Models, Age, Children, Labor force participation.

PB-294 505/3/XCB PC **A05**/MF **A01**

DL-91-18-77-26
Determinants of Current Job Search Effort and Subsequent Labor Force Status. Final rept.,
Purdue Univ., Lafayette, IN.
J. M. Barron, and W. Mellow. Sep 78, 70p DLETA-91-18-77-26-1

The report consists of three papers. The first, Search Effect in the Labor Market, examines the impact of UI benefits, the potential for recall, nonwage income, etc., on the search intensity of the unemployed. The second paper, Search Choices and Changes in Labor Force Status Among the Unemployed, documented that the choice of search intensity and a reservation wage has the expected influence on subsequent labor force status. The third paper 'Unemployment Insurance: New Evidence on the Recipients and Its Impact, focusses on the substantial net impact UI benefits have on subsequent labor force status. (Portions of this document are not fully legible)

Keywords: **Employment, Searching, Economic impact, Unemployment insurance, Job search methods,** Unemployment, Income, Salaries, Experience, Economic assistance, Time, Mathematical models, Questionnaires, Government policies, Insurance, Labor market, Labor economics, Career choice.

PB-289 907/8/XCB PC **A04**/MF **A01**

DL-91-18-78-38
Theoretical and Empirical Investigation of Job Search Behavior. Final rept.,
Purdue Univ., Lafayette, IN. Dept. of Economics.
O. W. Gilley. 15 Aug 79, 172p DLETA-91-18-78-38-1

The study extends the usual job search models explaining the choice of a reservation wage one step farther to include the choice of the optimal time per period to spend searching for employment. Within this context, a formal model is developed relating several key exogenous factors to the choice of a reservation wage and search intensity. Tests of the model indicate that search efforts (in the form of a reservation wage and search intensity) are affected by such factors as the productivity of the search process, unemployment insurance payments, the asset position of the unemployed household, the vacancy rate across regions, and the expected tenure on the next job.

Keywords: **Employment, Decision theory, Unemployment, Job search methods,** Decision making, Opportunities, Assets, Economic assistance, Households, Salaries, Fringe benefits, Economic models, Statistical analysis, Human behavior, Occupational mobility, Unemployment insurance, Tenure.

PB-299 709/6/XCB PC **A08**/MF **A01**

DL-91-19-75-18
Cross-Sectional Analysis of Nonfarm Work of Farm Family Members. Final rept. 1 Feb 75-30 Jan 76,
Iowa State Univ., Ames. Dept. of Economics. Iowa Agricultural and Home Economics Experiment Station, Ames.
W. E. Huffman. 31 Jan 76, 128p DLMA-91-19-75-18-1

This study attempts to explain the persistent upward trend of off-farm work of farm family members. A multiple job-holding economic model of a household's allocation of members' time is developed to focus attention on the determinants of total labor supply and of off-farm labor supply. The developed model yields both short-run and long-run supply functions. Also, it provides insights into the direction of labor supply response to changes of exogenous variables. An econometric analysis of cross-sectionl differences in days worked per year by farm husbands and wives is performed by fitting the empirical specification of the total and off-farm labor supply functions to household averages for 276 Iowa, North Carolina, and Oklahoma counties. The signs of the estimated coefficients in the fitted functions were generally consistent with expectations. The fitted functions explained 75-92 percent of the cross-sectional variation in days worked. Given the signs of the estimated coefficients in the off-farm labor supply functions, most of the determinants of off-farm labor supply have changed in a direction over the past twenty-five years which would increase days of off-farm work per year.

Keywords: **Farms, Employment, Family relations,** Economic analysis, Employment, Males, Females, Mathematical models, Statistical analysis, Iowa, North Carolina, Oklahoma, Farmers, Families.

Prepared in cooperation with the Iowa Agricultural and Home Economics Experiment Station, Ames.

PB-274 156/9/XCB PC **A07**/MF **A01**

DL-91-19-75-26
Income Distribution and Employment in Puerto Rico, 1948-1976. Final rept.,
Iowa State Univ., Ames. Dept. of Economics.
R. Weisskoff. Aug 76, 172p DLMA-91-19-75-26

This study consists of a preliminary draft of a much broader and comprehensive analysis of Puerto Rican economic development in the postwar period. Part I reviews the setting, the conventional literature, and other theoretical empirical traditions. Part II treats in detail the historical and counter-historical growth of income, employment, and technology, using two complete models for 1948/53 and 1963 to investigate the 'sources' of disappointing job-creation. Part III calibrates a detailed model for 1970, makes projections to 1980, and compares the sensitivity of the economy to alternative strategies of import substitution, export substitution, and income redistribution. Conclusions speculate on the current crisis in Puerto Rico.

Keywords: **Economic development, Puerto Rico,** Income, Employment, Economic models, Government policies, Manpower utilization, Productivity, Unemployment, Requirements, Economic forecasting, Predictions, Commerce.

PB-274 310/2/XCB PC **A08**/MF **A01**

DL-91-19-77-12
Employee Information Environments and Job Satisfaction: A Closer Look. Final rept. 1 Jan-15 Aug 77,
Iowa State Univ., Ames. Dept. of Psychology.
L. M. Hanser. 18 Aug 77, 93p DLETA-91-19-77-12-1

A survey of professional, supervisory, and staff employees determined that these three groups perceived differences in their respective work information-environments. Information sources investigated were (1) the formal organization; (2) coworkers; (3) supervisor; (4) task; and (5) personal feelings. These sources, which provide information to employees concerning what their task is and how well they are doing it, were rated as providing different amounts of information. For example, the least informative source was the formal organization. When a preferred environment was described by these employees, no group differences were found. Finally, differences between actual and preferred environments were found to be related to job satisfaction, with the pattern of relations moderated by group membership. It was concluded that, most importantly, supervisors should be encouraged to provide employees with information clearly spelling out (1) an employee's responsibilities, and (2) how well those responsibilities are being met.

Keywords: **Job satisfaction, Personnel management,** Information systems, Social communication, Professional personnel, Supervisors, Attitudes, Interpersonal relations, Theses, Surveys, Formal organization.

Doctoral thesis.

PB-273 901/9/XCB PC **A05**/MF **A01**

DL-91-19-77-31
Employment Projections in Puerto Rico Through the 1980's: A Structural Analysis, Final rept.,
Iowa State Univ., Ames.
R. Weisskoff. Jun 81, 57p DLETA-91-19-77-31-1

The study traces the changes in employment in Puerto Rico from 1940 to 1980, and relates the observed changes to the economic structure and development strategy. An analysis of the changes in the farm sector from 1950 to 1978 reveals the decline of three crops (sugar cane, coffee, and tobacco) and the parallel demise of the labor intensive food crops (plantains, root crops, citrus, and legumes). The extension of the U.S. Food Stamp program to Puerto Rico in 1975 is cited as both the cause for the recent decline of native food production and as the income supporter for the inactive and unemployed. The author outlines a food self-sufficiency program for Puerto Rico based on existing studies by the U.S. Department of Agriculture.

Keywords: **Employment, Puerto Rico,** Economic development, Farm crops, Income, Unemployment, Food stamps.

Color illustrations reproduced in black and white.

PB81-216871/XCB PC **A04**/MF **A01**

DL-91-19-78-32
Impact of Minimum Wages on School Enrollment and Labor Force Status of Youths. Final rept.,
Iowa State Univ., Ames. Dept. of Economics.
J. P. Mattila. Jun 79, 91p DLMA-91-19-78-32-1

A model is estimated to explain variation in the October Current Population Survey of school enrollment data by age, sex, and race. The model is used to estimate what impact minimum wages have had upon youths. There is evidence that minimum wages have displaced youths from full-time jobs and from jobs in agriculture. Some youths, especially 16-19, adjust by continuing their educations. This conclusion is not sensitive to the time period over which the estimates are made so long as it includes the major minimum wage increases of 1961 and 1967. Other adjustments include some tendency to be more likely to work part-time. Any increased unemployment is concentrated among students.

Keywords: **Salaries, Education, Employment, Youths, Minimum wage, Enrollment,** Students, Government policies, Unemployment, Earnings, Supply(Economics), Demand(Economics), Economic analysis, Social effect, Universities, Decision making, Statistical analysis, Models, Labor force, Career choice, Part time jobs.

PB-297 683/5/XCB PC **A05**/MF **A01**

DL-91-22-75-31
Economic Evaluation of Vocational Rehabilitation in Louisiana. Final rept.,
Louisiana State Univ., Baton Rouge. Dept. of Economics.
R. C. Brown. Aug 76, 175p DLMA-91-22-75-31-1

This study is an attempt to perform benefit-cost analysis of the vocational rehabilitation program in Louisiana, from both the social and private perspective. Use is made of the experimental-control group technique. Benefits and costs are estimated through the use of regression analysis, costs and benefits are compared, and the determinants of successful rehabilitation are examined. The major conclusion is that VR does produce positive benefits of both a social and private nature.

Keywords: **Rehabilitation, Vocational guidance, Louisiana, Vocational rehabilitation,** Benefit cost analysis, Handicapped persons, Manpower utilization, Program effectiveness, Specialized training, Employment, Earnings, Surveys, Theses.

Doctoral thesis.

PB-274 153/6/XCB PC **A08**/MF **A01**

DL-91-24-68-29-1
Personality and Attitudinal Characteristics of Career- and Homemaking-Oriented Women. Final rept.,
Wayne State Univ., Detroit, MI.
R. A. Mendelsohn. 29 Aug 79, 251p DLMA-91-24-68-29-1-F

The study examines the demographic characteristics and familial background; collegiate experiences; attitudes, beliefs, satisfactions and goals; and personality of: (1) women graduates of a major urban university and (2) homemaking women seeking guidance from an adult counseling center. It explores many of these variables with male graduates of that university, asking their views about women's activities. About half completed the mailed questionnaires. The sample contains many with graduate educations and, for women, with extensive work histories.

Keywords: **Attitude surveys, Females, Personnel development,** Employment, Males, Motivation, Personality, Vocational guidance, Career development, Family relations, Surveys, Labor force.

Prepared in cooperation with Wisconsin Univ.-Green Bay.

PB80-105927/XCB PC **A12**/MF **A01**

DL-91-24-72-50
Quality Change in Labor Input and Wage Differentials: A Study of Japanese Manufacturing Industries. Final rept.,
Johns Hopkins Univ., Baltimore, Md. Dept. of Political Economy.
T. Tachibanaki. 1973, 167p DLETA-91-24-72-50

The purpose of this dissertation is to investigate labor input of the Japanese manufacturing industries with emphasis on wage differentials, quality change in labor and aggregation of labor. One of the motivations of this study came from the fact that excellent data in the Japanese economy have not been fully utilized efficiently especially in the labor field.

Keywords: **Personnel management, Salaries,** Japan, Manufacturing, Qualifications, Upgrading, Education, Age, Sex, Abilities, Ethnic groups, Theses.

PB-276 277/1/XCB PC **A08**/MF **A01**

DL-91-24-74-48
Total Factor Productivity Analysis: A Disaggregated Study of the Post-War Japanese Economy with Explicit Consideration of Intermediate Inputs, and Comparison with the United States. Doctoral thesis (Final),
Johns Hopkins Univ., Baltimore, Md. Dept. of Political Economy.
M. Nishimizu. 1974, 271p DLETA-91-24-74-48

The analytical framework for the measurement of total factor productivity (TFP) is founded on two sources, the theory of the production function and the social accounting system. Considering that the national measure of TFP is in fact some aggregate over the TFP measures of industries disaggregated measurement facilitates the better understanding of national productivity change. This study conceives the contribution made by an industry to the national TFP as two-fold. First, directly through its own productivity increase providing the economy with greater delivery to final demand, and second, indirectly through the interindustry input-output relationship affecting all related industries via delivery of its output as intermediate input.

Keywords: **Economic analysis, Japan, Japanese economy(1955-1971),** Industries, Productivity, Demand(Economics), Economic models, Comparison, United States, Theses, Industrial productivity, Economic growth, Technological change, National productivity.

PB-276 287/0/XCB PC **A12**/MF **A01**

DL-91-24-76-06
Social Security, Interest Rates, and Life Cycle Consumption. Final rept.,
Johns Hopkins Univ., Baltimore, MD.
S. H. Stein. 6 Jul 78, 314p DLMA-91-24-76-06-1

This dissertation investigates the relationship between expected retirement income and household savings. The expectations of such income by both workers and retirees are incorporated into the Life Cycle hypothesis of savings. Time series and cross section tests of this model are conducted. Both sets of regressions indicate the presence of savings augmenting and savings reduction influences of retirement income. These two influences largely offset each other. The data studied here thus provide no evidence to support Martin Feldstein's charge that retirement income programs substantially cut savings.

Keywords: **Retirement, Savings,** Pensions, Social security, Consumption, Models, Personnel, Theses.

Doctoral thesis. Errata sheet inserted.

PB-284 584/0/XCB PC **A14**/MF **A01**

DL-91-24-77-24
Employment, Income, Marriage, and Divorce in Two Cohorts of Women. Final rept. 1 Jun 77-31 May 78,
Johns Hopkins Univ., Baltimore, Md. Dept. of Social Relations.
A. Cherlin. 31 May 78, 111p DLETA-91-24-77-24

Data are analyzed from the National Longitudinal Surveys of Young Women and Mature Women on the following topics: (1) the postponement of marriage among women in their twenties; (2) the determinants of divorce and separation among young and mature married women; (3) cohabitation and subsequent marriage; and (4) the reliability and validity of retrospective measures of family structure. A number of effects of employment, earnings, work attitudes, educational attainment, and other social demographic and economic characteristics are reported. During the 1969 to 1975 period, the proportion of young women wanting to be housewives at age 35--as opposed to wanting to work outside the home--fell sharply, lowering the probability of marriage for these women. Employment and income are more important determinants of divorce and separation for married women in their thirties and forties than for married women in their twenties. Single, cohabitating women marry at about the same rate as do single, non-cohabitating women.

Keywords: **Females, Employment,** Attitudes, Children, Marriage, Family relations, Separation, Earnings, Salaries, Education, Divorce.

PB-284 501/4/XCB

PC **A06**/MF **A01**

DL-91-24-77-34
Inventories and the Short-Run Demand for Labor. Final rept.,
Johns Hopkins Univ., Baltimore, MD.
R. J. Rossana. Apr 80, 253p DLETA-91-24-77-34-1

The report contains a theoretical and empirical analysis of the interaction of employment, inventories and unfilled orders. Evidence is provided that inventories of finished goods have a negative impact upon employment accumulation whereas unfilled orders have a positive impact. Employment is also found to be an important determinant of inventory accumulation. A demand for hours equation is also derived and estimated and it is found that inventories of finished goods have a negative impact on hours demand whereas unfilled orders have a positive impact on the demand for hours per man.

Keywords: **Employment, Inventories,** Mathematical models, Economic analysis, Supply(Economics), Demand(Economics).

PB80-183262/XCB

PC **A12**/MF **A01**

DL-91-24-77-35
Effects of Child Health Status on Maternal Labor Supply. Final rept.,
Johns Hopkins Univ., Baltimore, MD. Dept. of Health Services Administration.
D. S. Salkever. Jun 79, 78p DLETA-91-24-77-35-1

The report describes two empirical studies of the effects of child health problems of maternal labor supply. The first study uses 1972 data from the Panel Study of Income Dynamics to estimate the relationship between child health problems and maternal hours of work. The second uses 1972 data from the Health Interview Survey to estimate effects of children's disabilities on maternal work status.

Keywords: **Females, Family relations, Employment,** Children, Health, Earnings, Ethnic groups, Statistical data, Tables(Data), Labor force participation, Mothers.

PB-301 296/0/XCB

PC **A05**/MF **A01**

DL-91-24-79-17
From Hand Craft to Mass Production: Men, Women and Work Culture in American Cigar Factories, 1900-1919. Final rept.,
Maryland Univ., College Park.
P. A. Cooper. 1981, 405p MD-CMU-2

The study reconstructs and interprets the work culture of two groups of American cigar makers between 1900 and 1919--skilled, male craftsmen, members of the Cigar Makers' International Union and less skilled females working under a division of labor. Male unionists worked in small shops and resisted any division of labor. Non-union manufacturers restructed work and hired women and large companies increasingly dominated the industry. Work culture expresses both workers responses to and influence on the transformation of the industry during these years. The special conditions prevailing during World War I provided cigar makers with opportunities to win wage increases and shop demands: Briefly both groups, hitherto antagonists, joined together, united by goals which related to their differing work cultures. Labor militancy and a united labor force threatened union and non-union manufacturers. However, the dramatic entrance of new and revolutionary technology in 1919 signified manufacturers' superior power and paved the way for the introduction of a new group of workers with no previous ties to the industry.

Keywords: **Unionization, History,** Males, Females, Tobacco, Industries, Mass production, Craftsmen, Bargaining.

Doctoral thesis.

PB82-265547/XCB

PC **A18**/MF **A01**

DL-91-25-71-04
Study of Ghetto Economic Corporations. Final rept.,
Florence Heller Graduate School for Advanced Studies in Social Welfare, Waltham, MA.
J. G. Hopps. Dec 75, 220p DLMA-91-25-71-04

Attempts by inner-city residents in Boston MA (Roxbury-North Dorchester) and Los Angeles CA (Watts-Avalon) to establish ghetto economic corporations (GEC) were assessed in terms of (1) community participation in ownership; (2) capitalization (funding); black management; skilled manpower; and service to the ghetto. An additional variable, crime, was identified in the course of inquiry. Major findings include: (1) Ghetto economic efforts tend to follow the traditional pattern of entrepreneurship, and private/profit-oriented/closed enterprises; (2) There is movement toward black capitalism and the notion of economic advancement of the masses via broad based ownership seems to be sacrificed; (3) The economic muscle needed to establish GEC's is controlled and dominated by the white society--foundations, church related groups and the federal government; (4) Blacks, primarily college-trained men, are responsible for executive leadership and management in all GEC's; (5) Although physically located in the inner city, GEC's moved away from traditional black-businesses into diversified areas of light manufacturing, shoe imports, tools and die works, and communications; (6) The crime problem is crucial and has extracted large amounts from profits and capital accumulation.

Keywords: **Economic development, Businesses, Central city, Negroes,** Corporations, Leadership, Manpower utilization, Manufacturing, Services, Theses, Management, Urban sociology, Crimes, Community relations, Massachusetts, California, Ghettoes, Ownership.

PB-284 519/6/XCB

PC **A10**/MF **A01**

DL-91-25-73-17
Economic and Political Causes of 'Welfare Crisis'. Final rept.,
Massachusetts Inst. of Tech., Cambridge.
M. R. Holmer. Jun 75, 245p

The dissertation is a preliminary inquiry into the causes of the recent growth in the number of people receiving Aid to Families with Dependent Children (AFDC). From 1952 to 1972 the AFDC caseload increased from less than two million to nearly eleven million recipients, with two-thirds of this caseload expansion occuring after 1967. Part I consists of an extensive review of the research literature on AFDC policy. Studies of both AFDC's economic effects on migration, family structure, and labor supply, and the political formation of AFDC policy are discussed. Part II clarifies the immediate causes of the national AFDC caseload expansion. An econometric model of caseload dynamics is used to reveal the contribution of changes in demographic characteristics, labor market conditions, and different aspects of AFDC policy to the growth in recipients. The caseload model explains over 99 percent of the actual historical variation in the AFDC caseload.

Keywords: **Social welfare, Economic analysis, Expansion, Welfare recipients, Aid to Families with Dependent Children,** Political systems, Low income groups, States(United States), Economic impact, Migration, Demography, Econometrics, Coefficients, Theses, Government policies, Manpower, Reviews, Policy formation, Family structure, Labor supply, Labor market, Participation.

Doctoral thesis.

PB-287 557/3/XCB

PC **A11**/MF **A01**

DL-91-25-73-31
Occupational Licensure and the Labor Market for Clinical Laboratory Personnel 1900-1973. Final rept.,
Harvard Univ., Cambridge, Mass.
W. D. White. Jul 75, 424p DLETA-91-25-73-31-1

This study had three objectives: First, building on existing models of licensure, to develop a general economic model of the introduction and impact of licensure of allied health personnel; second, to use this model as a basis for a case study of the introduction and impact of licensure on one of the main allied health groups, clinical laboratory personnel; and third, to evaluate the possible public policy implications of this case study.

Keywords: **Allied health personnel, Licenses,** Consumers, Education, Examination, Standards, Government policies, Professional personnel, Laboratories, Health care services, Costs, Economic models, Theses.

PB-276 116/1/XCB

PC **A18**/MF **A01**

DL-91-25-74-06
Impact of U.S. Tax Laws on the Labor Supply of Married Women. Doctoral thesis (Final),
Harvard Univ., Cambridge, MA. Dept. of Economics.
H. S. Rosen. Mar 74, 81p DLETA-91-25-74-06-1

This study presented econometric evidence on the effects of taxes on married women. A testable model of labor supply was developed which permitted statistical estimation of a 'coefficient of tax perception.' The results of the study strongly suggest that marginal tax rates have an important impact on labor force behavior.

Keywords: **Females, Taxes, Employment,** Income, Salaries, Decision making, Economic analysis, Incentives, Theses, Labor market.

PB-276 247/4/XCB

PC **A05**/MF **A01**

DL-91-25-74-41
General Equilibrium Effects of Govermental Expenditures on the Family Distribution of Income. Final rept.,
Harvard Univ., Cambridge, Mass.
J. L. Medoff. May 75, 137p DLMA-91-25-74-41-1

This report presents a computable general equilibrium model of the U.S. economy. The model was designed for analysis of the distributional aspects and implications of the demands for goods and factors associated with various governmental expenditure functions.

Keywords: **Economic analysis, Government policies,** Income, Mathematical models, Supply(Economics), Demand(Economics), Employment, Males, Females, Family(Sociological unit), Expenses, Theses.

Doctoral thesis.

PB-274 344/1/XCB

PC **A07**/MF **A01**

DL-91-25--75-11
Investigation of Unionized Contract Construction Wage Changes: A Micro Analysis 1960-1971. Final rept.,
Boston Coll., Chestnut Hill, MA.
C. G. Ross. Dec 75, 197p DLMA-91-25-75-11-1

The report is concerned with the investigation of negotiated union settlements in the American construction industry during the 1960-1971 time period. A model incorperating three crafts--electricians, structural iron workers, and plumbers--in twenty major American cities was estimated with both economic and institutional influences as independent variables. The presence of wage interdependence in the construction industry was also investigated. The model confirmed the importance of economic influences and detected the existence of significant wage interdependence in that industry. Relevant issues in the design of effective wage stabilization policy for an industry characterized by wage interdependence were addressed.

Keywords: **Labor relations, Salary administration, Construction industry,** Negotiations, Bargaining, Electricians, Skilled workers, Plumbing, Salary surveys, Urban areas, Unionization, Mathematical models, Regression analysis.

Doctoral thesis.

PB-274 270/8/XCB

PC **A09**/MF **A01**

DL-91-25-75-15
Jobs and Workers: A Labor Market Segmentation Perspective on the Work Experience of Young Men. Final rept.,
Harvard Univ., Cambridge, MA. Dept. of Economics.
R. K. Buchele. May 76, 237p DLMA-91-25-75-15

This thesis utilizes a labor market segmentation framework to analyze the work experiences (attitudes, employment stability, earnings and occupational achievement) of a sample of young men from the National Longitudinal Surveys Career Thresholds data. Jobs are classified by detailed Census industry and occupation, and the outcomes experienced by individuals are analyzed to determine (1) the separate contribution, apart from workers' personal (human capital) characteristics, of job class in accounting for differences in individuals, (2) how workers' personal attributes interact with job characteristics in generating these outcomes, and (3) how personal characteristics influence individuals' job (occupation class) location.

Keywords: **Job analysis, Males, Youths,** Attitudes, Employment, Job satisfaction, Productivity, Statistical analysis, Manpower, Characteristics, Skills, Education, Thesis, Labor market.

Doctoral thesis.

PB-273 809/4/XCB PC **A11**/MF **A01**

DL-91-25-75-29
Microeconomic Model of Wage Determination: Econometric Estimation and Application. Final rept.,
Massachusetts Inst. of Tech., Cambridge. Dept. of Economics.
H. L. White. 11 Jun 76, 129p DLMA-91-25-75-29-1

This report attempts to discriminate empirically between several competing theories of wage determination: human capital theory, signalling theory, and Thurow's job competition model. The empirical evidence favors the human capital model over the other alternatives. A clear implication of the findings is that it is the absolute level of schooling attained rather than schooling attainment relative to one's peers that is important in the determination of wages. In addition, the effects of socioeconomic background and mental ability on the wage profile of an individual are assessed. The main finding is that for individuals of average intelligence from different backgrounds (self-classified as poor or well-off) the average difference in initial wages is about ten per cent. This difference does not widen or narrow over the working lives of the individuals.

Keywords: **Earnings, Determinants,** Economic models, Salaries, Education, Males, Productivity, Skilled workers, Unskilled workers, Socioeconomic status, Abilities, Characteristics, Statistical analysis, Theses.

PB-274 311/0/XCB PC **A07**/MF **A01**

DL-91-25-75-38
Interindustry Wage Differentials Among Unionized Truckdrivers in a Local Labor Market: A Case Study. Final rept.,
Wayne State Univ., Detroit, Mich. Dept. of Economics.
I. T. Kay. Jan 76, 159p DLMA-91-25-75-38

In examining the occupation of the local truckdriver in a number of different industries, one might expect wage uniformity resulting from the same job, the same national union, and the local labor market. Competitive theory indicates that wage differences for the same job would be eroded in the long run, as drivers migrate from low-wage industries to high-wage industries, thereby equalizing wage levels. Data from the Bureau of Labor Statistics occupational wage surveys showed that interindustry wage differences existed in a number of large cities, at least since 1943. The industry for which one worked appeared as important in determining wage levels as one's occupation. The labor market for truckdrivers was not perfectly competitive as defined above.

Keywords: **Motor vehicle operators, Trucks, Salary surveys,** Labor unions, Industries, Differences, Employment, Competition, Theses.

Doctoral thesis.

PB-274 149/4/XCB PC **A08**/MF **A01**

DL-91-25-75-39
Relationship between the Structure of the Labor Market and Demand for Education by Young Black and White Males. Final rept.,
Massachusetts Univ., Amherst. Dept. of Economics.
H. Bamba. May 77, 300p DELTA-91-25-75-39

This study asserts that the difference in educational attainment between young black and white males is largely due to the difference in the returns from education between them. The maintained hypotheses of this study are: (1) There exists a low educational level trap against young black males at one-to-three years of college education where the present value of marginal returns from additional education is negative; (2) Young black males who are intellectually as capable as young white males are discouraged from attaining beyond four years of high school education because of the trap; (3) There is a threshold level of family income which young black males must reach to jump over the trap. Their educational attainment does not increase even when their family income increases until it reaches the threshold; (4) Racial and regional differences in the tastes and preferences for education and occupation between young black and white males are created by the difference in the occupational opportunities offered to them in the local labor market.

Keywords: **Manpower, Education, Youths, Negroes, Black white comparisons, Race relations,** Colleges, Attitudes, Opinions, Ability, Income, Incentives, Employment, Intelligence, Regression analysis, Evaluation, Constraining, Males, Socioeconomic status, Black youth.

PB-276 279/7/XCB PC **A13**/MF **A01**

DL-91-25-75-42
Labor Market for Young Men. Final rept.,
Boston Univ., Mass. Dept. of Economics.
P. Osterman. 4 Oct 76, 256p DLETA-91-25-75-42-1

This report studies the operation of the labor market for young men. The research consists of interviews with employers, young workers, and youth workers as well as analysis based on the NLS survey of young men. The report seeks to integrate a theory of the nature and impact of adolescent development on labor market behavior with a theory of the institutional structure of labor demand. The theories are tested and applied to policy issues such as youth unemployment and labor market discrimination.

Keywords: **Youth, Males, Employment,** Economic analysis, Manpower, Schools, Unemployment, Mobility, Behavior, Attitudes, Job analysis, Negroes, Surveys, Theses, Labor market.

Doctoral thesis.

PB-274 305/2/XCB PC **A12**/MF **A01**

DL-91-25-76-16
Employment Hazards: An Investigation of Market Performance. Doctoral thesis,
Harvard Univ., Cambridge, MA.
W. G. K. Viscusi. Aug 76, 107p DLMA-91-25-76-16

The purpose of this thesis is to analyze labor market performance with respect to job hazards. The dissertation consists of three parts. Part 1 analyzes wealth effects and earnings premiums for job hazards. Part 2 analyzes the quit rate response to job hazards. Workers learn about the health and safety risks of their job through on-the-job experiences. Part 3 of the dissertation analyzes the process of worker learning about job characteristics.

Keywords: **Industrial medicine, Occupational diseases, Hazards, Occupational safety and health,** Performance evaluation, Theses, Mathematical models, Injuries, Health risks, Tables(Data), Job analysis, Earnings, Learning, Job satisfaction.

PB-273 714/6/XCB PC **A02**/MF **A01**

DL-91-25-76-37
Internal Allocation of Labor in a Federal Agency. Final rept.,
Florence Heller Graduate School for Advanced Studies in Social Welfare, Waltham, MA.
C. S. Rodgers. Sep 77, 252p

The study investigated how labor is allocated within a federal civil service agency. A brief history and description of the Federal personnel system (General Schedule) is provided. The formal rules and regulations which govern the internal allocation of employees are analyzed. The study briefly addresses selection procedures. The major focus of the analysis is on competitive and noncompetitive promotions, which constitute the major component of employee mobility. Two sources of data are analyzed: (1) a series of interviews with supervisory personnel and union representatives and (2) a questionnaire administered to a sample of 360 employees on employee characteristics and on previous and current work experiences. The findings of the study suggest that much of the upward movement of employees through the Federal grade structure takes place independently of performance or productivity considerations. Employees' career patterns seem to be dependent upon tenure and upon the organization of the positions and the length of mobility clusters. There was substantial variation in the organization of positions and in allocative practices among the various components within the Federal agency under study.

Keywords: **National government, Civil service, Personnel, Manpower utilization,** Personnel selection, Job analysis, Allocations, Industrial relations, Classifications.

PB-287 483/2/XCB PC **A12**/MF **A01**

DL-91-25-76-52
Impact of the Work Incentive Program in Two Local Labor Markets. Final rept.,
Boston Univ., MA.
H. N. Kessel. 19 Aug 80, 358p DLETA-91-25-76-52-1

The study examines the employment experience of a group of welfare recipients who participated in the Work Incentive Program during the early and mid 1970's. The work experience of trainees prior to WIN and the extent to which the program raises earnings or employability are analyzed. One unique aspect of this study is its ability to examine the effects that the structure and circumstances in local labor markets have upon the composition of participants, their employment patterns, and upon program performance. Two local labor markets, Worcester, Massachusetts, (a relatively prosperous local economy with a heavy industrial base) and New Bedford, Massachusetts, (one of the most economically depressed areas in the state) were chosen as study areas. Information collected from the local WIN programs on 261 terminees and a follow-up questionnaire provided the major source of data.

Keywords: **Employment, Incentives, Worcester(Massachusetts), New Bedford(Massachusetts),** Manpower, Industrial training, Federal assistance programs, Unemployment, Social welfare, Disadvantaged groups, Experience, Salaries, Economic impact, Upgrading, Theses, Massachusetts, Labor force participation.

PB80-215619/XCB PC **A16**/MF **A01**

DL-91-25-77-01
Absenteeism and the Labor Market. Final rept.,
Harvard Univ., Cambridge, Mass.
S. G. Allen. 10 Jul 78, 336p DLETA-91-25-77-01-1

The purpose of this project was twofold: (1) to construct and estimate an economic model of the work attendance decision, and (2) to analyze the effects of the outcome of that decision on productivity and individual earnings. Absence rate regression equations were estimated over individual survey data and a sample of paper industry establishments. The absence likelihood of any worker decreases with the wage rate. It will be significantly higher if the worker is young, white or a union member. Absence rates will also be greater in jobs characterized by inflexible working hours and unsafe working conditions.

Keywords: **Absenteeism, Personnel management,** Manpower, Job satisfaction, Females, Males, Minority groups, Policies, Surveys, Labor market.

PB-284 503/0/XCB PC **A15**/MF **A01**

DL-91-25-77-30
Effects of Higher Women's Labor Force Participation Rates on the Relative Earning of Black and White Families. Final rept. Jun 77-Nov 78,
Massachusetts Inst. of Tech., Cambridge. Dept. of Economics.
L. P. Datcher. 1978, 206p DL-91-25-77-30-1

The thesis concentrates on the effects that result from higher women's employment between 1965 and 1970 in occupations where at least a moderate fraction of job slots were held by both men and women. Two types of jobs are examined: 'Competitive model' jobs in which wages are flexible and determined by the intersection of supply and demand and 'job competition' jobs in which wages are fixed and workers compete on the basis of lower training costs. Higher women's employment shows the following results: (1) In 'competitive model' jobs, earnings within occupations were reduced as occupational distribution of men remained constant; (2) in 'job competition' jobs, the occupational distribution of men was lowered but earnings within occupations remained unchanged; and (3) black men suffered the greatest effects when occupational distribution of men and also earnings within occupations were reduced.

Keywords: **Economic impact, Females, Manpower, Income, Labor force participation, Family income,** Supply(Economics), Earnings, Negroes, Males, Employment, Theses, Hypotheses, Competition, Tables(Data), Occupational surveys, Labor economics, Caucasians.

PB-289 040/8/XCB PC **A10**/MF **A01**

DL-91-25-77-36
Unions and Productivity in the Cement Industry. Final rept.,
Harvard Univ., Cambridge, MA.
K. B. Clark. Oct 78, 221p

This study examines the impact of unionization on productivity in the U.S. cement industry. The evidence suggests that unionization increases productively on the order of 6-8 percent, after controlling for changes in the capital - labor ratio, the scale of operations, and other relevant determinants. The changes in productivity arises primarily through adjustments in management personnel and procedure in response to minor pressure.

Keywords: **Productivity, Labor unions,** Bargaining, Industrial relations, Unionization, Salaries, Morale, Management, Industries, Cement industry.

PB-287 939/3/XCB PC **A10**/MF **A01**

DL-91-25-77-57
Analysis of Trade Union Power: Structure and Conduct of the American Labor Movement. Master's thesis,
Harvard Univ., Cambridge, MA.
M. P. J. Donsimoni. Aug 78, 190p DLETA-91-25-77-57-1

This dissertation improves upon the concept of trade-union power by introducing structural and behavioral characteristics of the labor movement across U.S. manufacturing industries. Chapter one provides evidence on the heterogeneity of the labor movement. Historical information, as well as a cross-section analysis of contracts, are used to illustrate the variance in unions behavior. Chapters two and three use cross-establishment data on wages and fringe benefits to test the validity of the variables assumed to reflect union power.

Keywords: **Labor unions, Characteristics,** History, Bargaining, Salaries, Fringe benefits, Theses, Statistical analysis, Earnings.

PB-290 936/4/XCB PC **A09**/MF **A01**

DL-91-25-77-58
Social Security and Retirement Behavior. Doctoral thesis,
Harvard Univ., Cambridge, MA.
A. J. Pellechio. Aug 78, 184p DL-91-25-77-58-1

This study examines the impact of social security on the retirement of married men aged 60-70 years. The empirical results are based on a rich file of data from the Social Security Administration (1973 CPS-IRS-SSA Exact Match File). The data permit precise calculation of social security wealth (the actuarial present value of benefits that a person would receive by retiring) denoted SSW. This variable measures social security's effect on retirement. The estimated effects are significant and considerable. The social security earnings test is shown to have a significant effect empirically on the labor supply of retirement aged men also. An econometric technique was developed for consistently estimating labor supply over nonlinear budget constraints. This technique conveniently summarized the budget constraint in an expected value calculation.

Keywords: **Social security, Retirement,** Behavior, Income, Decision making, Males, Theses, Labor force.

PB-286 184/7/XCB PC **A09**/MF **A01**

DL-91-25-78-04
Occupational Segregation by Sex: Determinants, Changes, and the Impact of Equal Employment Opportunity Laws. Final rept.,
Radcliffe Coll., Cambridge, MA.
A. H. Beller. Dec 80, 68p DLETA-91-25-78-04-1

The study examines the determinants of the degree of occupational segregation by sex and its changes between 1967 and 1974 to test the human capital and the discrimination theories of occupational segregation. A model is developed and estimated, by OLS and logit techniques, relating the probability of being employed in a male-dominated occupation, for working women and men, to measures of human capital and labor supply. Changes in these probabilities between 1967 and 1974 are then related to measures of the enforcement of Title VII of the Civil Rights Act of 1964 and the federal contract compliance program, considered to be inverse measures of discrimination. Most of the data come from the Annual Demographic Files of the Current Population Survey and the compliance files of the Equal Employment Opportunity Commission. The findings provide little support for the human capital explanation, but considerable support for the discrimination explanation of occupational segregation.

Keywords: **Employment, Females,** Discrimination, Education, Males, Earnings, Government policies, Separation.

PB81-140154/XCB PC **A04**/MF **A01**

DL-91-25-78-48
Men Who Leave Work Before Age 62: A Study of Advantaged and Disadvantaged Very Early Labor Force Withdrawal. Final rept.,
Florence Heller Graduate School for Advanced Studies in Social Welfare, Waltham, MA.
E. R. Kingson. 12 May 79, 354p DLMA-91-25-78-48-1

The study is focused on men who leave work before age 62--very early withdrawees. At the time of labor force departure, these men are not eligible to receive social security retirement benefits (Old Age Insurance)--the age of earliest eligibility being 62. The qualitative aspect of the study examines the role played by historical factors in shaping the early retirement phenomenon. The empirical analysis uses data collected as part of the National Longitudinal Survey of Men.

Keywords: **Retirement, Males,** Employment, Age, Policies, Social security, Income, Pensions, Minority groups, Theses, Labor force.

PB-296 644/8/XCB PC **A16**/MF **A01**

DL-91-25-78-49
Child Support Enforcement and Welfare Dependency. Final rept. Sep 78-Feb 79,
Massachusetts Inst. of Tech., Cambridge. Dept. of Urban Studies and Planning.
J. M. Loneragan. May 79, 366p DLETA-91-25-78-49-1

The research examines the impact of child support enforcement on the welfare dependency of female-headed families in the low-income, high unemployment region of New Bedford, Massachusetts. Very few absent fathers were able to pay support in excess of their families AFDC grant level, thereby forcing their ineligibility for continued assistance. Support levels are also dependent upon paternal willingness-to-pay.

Keywords: **Children, Social welfare,** Unemployment, Family relations, Low income groups, Earnings, Federal assistance, Law(Jurisprudence), Surveys, Massachusetts, New Bedford(Massachusetts).

PB80-101587/XCB PC **A16**/MF **A01**

DL-91-25-79-05
Economic Impact of the Federal New Jobs Tax Credit,
Harvard Univ., Cambridge, MA.
R. Tannenwald. Jan 82, 392p

This thesis uses ex-ante simulations and ex-post surveys to estimate the New Job Tax Credit's budgetary cost-effectiveness. Also explored are its effect on turnover, variation in its impact among firms, impediments to its effectiveness as a creator of jobs, and the degree to which it promoted the hiring of minorities and youth. According to the surveys, the NJTC's revenue cost per net job created was between $14,000 and $23,000. By comparison, the Congressional Budget Office estimated the cost per job created of public service employment for fiscal year 1979 at between $10,000 and $20,000. The surveys further revealed that several firms earned credits merely by accelerating turnover. Product demand was considered to be the single most important determinant of a firm's level of employment. The NJTC often created jobs by enhancing cash flow rather than by inducing the substitution of labor for capital. Minorities and youth were disproportionately reoresented among induced employment.

Keywords: **Economic impact, Employment, Tax credits, Job creation,** Cost effectiveness, Fiscal policies, Minority groups, Youths, Theses, Labor turnover.

PB82-255399/XCB PC **A17**/MF **A01**

DL-91-25-79-07
Industrial Relations and Uneven Development: Wage Structure and Industrial Organization in the British and U.S. Iron and Steel Industries 1870-1970. Doctoral thesis (Final),
Harvard Univ., Cambridge, MA.
B. L. Elbaum. Jun 82, 475p DLMA-91-25-79-07-1

The study is principally concerned with two interrelated aspects of British and U.S. iron and steel industry development, namely with long persistent disparities in wage structure and in industrial structure and performance. The origins of these disparities are traced to a critical formative period before W.W.I, which is accordingly the main period of enquiry. The argument presented links disparity in wage structure to a distinctive trade union impact which reflected and had a reciprocal influence upon, divergent industrial organization. In either country, exclusive unions of strategic process workers were able to maintain downwardly rigid tonnage wage rates, and thereby capture, plant-by-plant, a portion of the benefits of technical change and increasing productivity. But in the U.S., trade union organization met with defeat, while in Britain, union organization was consolidated under a two-tiered structure of bargaining. Union defeat in the U.S. came at the hands of oligopolistic, multi-plant firms. Union success with two-tiered bargaining in Britain was facilitated by comparative industrial fragmentation.

Keywords: **Industrial relations, Iron and steel industry,** United States, Great Britain, Salaries, Labor unions, Fringe benefits, Morale, Bargaining.

PB83-135947/XCB PC **A20**/MF **A01**

DL-91-25-79-09
Digging Our Own Graves: Coal Miners and the Struggle over Black Lung Disease. Doctoral thesis (Final),
Brandeis Univ., Waltham, MA. Dept. of Sociology.
B. E. Smith. May 81, 649p DLMA-91-25-79-09-1

The report analyzes the controversy over black lung disease among U.S. coal miners, situated within the recent struggle over industrial relations in bituminous coal. Summaries of the postwar coal industry and the changing medical approach to black lung provide the historical backdrop to the recent controversy. The development of the black lung movement is reconstructed primarily through material from oral interviews with its participants. The movement is viewed essentially as a class conflict between miners and operators over who would bear the burden of occupational disease: miners, by continuing to be disabled and without compensation; or the operators, by reducing dust levels in the mines and financing benefits for disabled workers.

Keywords: **Occupational diseases, Industrial relations, Labor relations, Coal mining, Black lung disease,** Financing, Handicapped workers, Respiratory diseases, United States, Bituminous coal, Workmens compensation, Strikes, Labor unions, Political systems, Industrial medicine, Miners, Disabled persons, Occupational safety and health, NTISLABPEU, NTISLABETA.

PB81-211856/XCB PC **A99**/MF **A01**

DL-91-25-79-32
Implementing Development and Manpower Strategies in Boston, Chicago and Philadelphia. Final rept.,
Florence Heller Graduate School for Advanced Studies in Social Welfare, Waltham, MA.
J. D. Katz. Dec 80, 323p DLMA-91-25-79-32-1

The study examines the success three cities have had in devising and implementing strategies to facilitate new private investment and job creation in target areas and provide access to new jobs for low income and unemployed groups. The development strategies analyzed used a variety of financial and nonfinancial incentives to get firms to relocate to or expand in neighborhoods with high rates of unemployment. The manpower linkage programs connected to these strategies included skill training, on-the-job training, coordinated job development by community groups and a policy instituting resident hiring requirements and goals. The study includes a review of the relevant literature on business location decisions, implementation and policies and programs to link manpower objectives with economic development strategies.

Keywords: **Manpower utilization, Urban areas,** Economic development, Investments, Job analysis, Low income groups, Unemployment, Incentives, Specialized training, Policies.

PB81-155996/XCB PC **A14**/MF **A01**

DL-91-26-71-16
Determinants of Low Wages for Women Workers. Final rept.,
Michigan Univ., Ann Arbor. Dept. of Economics.
M. H. Stevenson. 1974, 237p DLETA-91-26-71-16

The objective of this study is to examine whether wage differentials between men and women working full-time year-round can be related to job segregation. The study uses a sample of full-time year-round workers drawn from the 1967 Survey of Economic Opportunity and a new way of categorizing occupations according to job requirements in order to test several hypotheses about the relationship of women's wages to segregation on the basis of occupation and industry. (Portions of this document are not fully legible)

Keywords: **Salaries, Females,** One parent family, Employment, Discrimination, Minority groups, Theses, Surveys, Income, Negroes, Labor market.

Doctoral thesis.

PB-276 340/7/XCB PC **A11**/MF **A01**

DL-91-26-71-46
Future Achievement Orientations, Job Training and Economic Success. Final rept.,
Michigan Univ., Ann Arbor. Survey Research Center.
R. L. Hubbard. Sep 74, 149p DLETA-91-26-71-46

This research had four main purposes. The first was the development of a comprehensive description of the concept of future orientation. A second goal was the construction of meaningful measures of the construct of future achievement orientation. A third aim was to find factors that appeared to be determinants of these orientations. The final purpose was to evaluate the predictive validity for job training outcomes and economic success.

Keywords: **Specialized training, Forecasting,** Vocational guidance, Orientation, Incentives, Objectives, Theses, Labor market, Success factors.

Doctoral thesis.

PB-276 294/6/XCB PC **A07**/MF **A01**

DL-91-26-71-47
Institutional Racism: Merit and Nonmerit Determinants of Payrate for Black and White Employees of a Public Organization. Doctoral thesis (Final),
Michigan Univ., Ann Arbor. Dept. of Sociology.
B. N. M. Carter. 1974, 224p DLETA-91-26-71-47

The intent of this analysis is to establish a starting point in the exploration of institutional arrangements as they relate to racial economic inequality. Employment was seen as an appropriate place to study economic inequality because of the importance of work as a source of income. The basic concern of the study is the conceptualization and measurement of institutional racism. An important aspect of this is a description of the internal placement of Blacks and Whites after entry into the employing organization. In addition there is an empirical evaluation of the usefulness of the concept of the internal labor market, as relates to black economic equality.

Keywords: **Discrimination, Social organization,** Salaries, Negroes, Placement. Economic analysis, Employment, Attitudes, Theses.

PB-276 336/5/XCB PC **A10**/MF **A01**

DL-91-26-72-11
Social Integration of Farm Workers in California. Doctoral thesis (Final),
Michigan Univ., Ann Arbor. Dept. of Political Science.
W. M. Denney. 1976, 298p DLETA-91-26-72-11

This study is concerned with the integrative linkages binding farm workers to larger American society. The study relies heavily on a status-role systems image of social structure. The results point to education as an important (potential) influence on farm workers' ties to the national policy.

Keywords: **Rural sociology, Ethnic groups,** Education, Farm management, Population migration, Occupational mobility, Labor unions, Surveys, California, Theses, Mexican Americans.

PB-276 302/7/XCB PC **A13**/MF **A01**

DL-91-26-72-12
Interaction Effects of Personality, Job Training, and Labor Market Conditions on Personal Employment and Income. Final rept.,
Michigan Univ., Ann Arbor. Inst. for Social Research.
R. Hubbard. May 76, 100p DLETA-91-26-72-12

This research is an attempt to determine the association of achievement related motives and expectations with the process and outcomes of a MDTA job training program. The specific goals of this research were (1) To further develop measures of achievement-related motives and expectations constructed in previous research; (2) to identify correlates of motives and expectancy scales; and (3) to determine the predictive relationship of these measures with success after job training.

Keywords: **Employment, Specialized training,** Disadvantaged groups, Abilities, Motivation, Minority groups, Personality, Urban areas, Unemployment, Surveys, Labor market.

PB-276 291/2/XCB PC **A05**/MF **A01**

DL-91-26-72-23
Termination: The Consequences of Job Loss. Final rept. 1 Jan 72-30 Jun 73,
Michigan Univ., Ann Arbor. Inst. for Social Research.
Brown Univ., Providence, R.I.
S. Cobb, and S. V. Kasl. Jun 77, 318p* DLMA-91-26-72-23-1, , DHEW/PUB/NIOSH-77/224

This is a report on a longitudinal study of men whose jobs were terminated. The 100 men and 74 controls were followed from before the two plants closed until 24 months afterwards. Because the focus was on health and mental health, the data were collected by especially trained public health nurses who visited the men in their homes. The job-terminated men, 35-60 years of age, married and with 18 years seniority averaged 15 weeks of unemployment and 219 changes of employment status. In the mental health sphere changes were noted in sense of deprivation, affective states and self identity. In the physical health area, complaints were most prominent during the period of anticipation; physiological changes suggesting an increased likelihood of coronary disease took place as did changes in blood sugar, pepsinogen and uric acid suggesting increased risk of diabetes, peptic ulcer and gout. There was an increase in arthritis and hypertension and three men suffered attacks of patchy baldness.

Keywords: **Unemployment, Adjustment(Psychology),** Attitudes, Employment, Job satisfaction, Skilled workers, Industrial plants, Health status, Surveys.

Prepared in cooperation with Brown Univ., Providence, R.I. and Yale Univ., New Haven, Conn. Sponsored in part by National Inst. for Occupational Safety and Health, Cincinnati, Ohio. Div. of Biomedical and Behavioral Science.

PB-282 991/9/XCB PC **A14**/MF **A01**

DL-91-26-74-10
Four-Day Workweek: Blue-Collar Adjustment to a Nonconventional Arrangement of Work and Leisure Time. Doctoral thesis (Final),
Michigan Univ., Ann Arbor.
D. M. Maklan. 1976, 435p DLETA-91-26-74-10

This study has addressed selected issues and potential problems associated with conversion to the four-day, forty-hour workweek. The main objective was to provide valid, and at times provocative, information which would be of interest and utility to social scientists, planners and others.

Keywords: **Skilled workers, Scheduling, Job satisfaction,** Incentives, Industrial management, Unskilled workers, Productivity, Adjustment(Psychology), Personnel management, Job analysis, Theses, Time, Working hours, Leisure time.

PB-276 352/2/XCB PC **A19**/MF **A01**

DL-91-26-75-19
Determinants and Implications of Job Search and Quit Activity. Doctoral thesis (Final),
Michigan Univ., Ann Arbor. Dept. of Economics.
M. Black. 1976, 180p DLETA-91-26-75-19

This dissertation is based on the premise that job information and voluntary labor mobility are critical parameters underlying the efficient operation of the labor market. This study focuses on the determinants of job search and quit activity and their impact on wage rates in order to place the dimension of mobility into sharper focus.

Keywords: **Occupational mobility, Searching,** Job analysis, Job satisfaction, Employment, Salaries, Income, Requirements, Productivity, Upgrading, Theses.

PB-276 351/4/XCB PC **A09**/MF **A01**

DL-91-26-75-27
Psychological and Human Capital Influences upon the Salaries of White-Collar Workers. Final rept.,
Michigan State Univ., East Lansing. School of Labor and Industrial Relations.
E. Hardin. 28 Mar 78, 83p SLIR-MSU-78-01

Starting with human capital theory of wages, the investigator distinguishes between work experience with present vs. past employers and extends the modified earnings equation by allowing for eight psychological influences. Effects of dogmatism, passive readiness for change, active readiness, internal control, work commitment, job interview anxiety, ease of making friends, and risk-taking willingness and of education and disaggregated work experience upon salaries of white-collar workers in four Great Lakes region companies are estimated, by sex and company, according to ordinary least squares from questionnaire data collected by the investigator. Human capital factors account for 36 to 82% of variation in annual salaries, with the major role played by work experience with present employer and with a sharply lower impact of work experience with previous employers.

Keywords: **Salary surveys, Adjustment(Psychology),** Economic analysis, Males, Females, Attitudes, Economic models, Education, Motivation, Personality, Earnings.

PB-283 056/0/XCB PC **A05**/MF **A01**

DL-91-26-75-28
Wives' Employment Status and Marital Adjustment: Yet Another Look. Final rept. 1 Apr 75-30 Sep 76,
Michigan Univ., Ann Arbor. Survey Research Center.
Massachusetts Univ., Amherst.
G. L. Staines, J. H. Pleck, L. J. Shepard, and P. O'Connor. 23 Oct 77, 54p DLMA-91-26-75-28-1

The present study makes within-sex comparisons of the marital adjustment of the four major married groups, using data from two recent, nationally representative surveys. The analysis first compares the marital adjustment of the two groups of wives and the two groups of husbands in each total sample (zero-order comparisons) and within each level of two control variables, family life cycle and education (first-order comparisons).

Keywords: **Females, Employment, Family relations, Working women,** Marriage, Adjustment(Psychology), Children, Attitude surveys, Education, Socioeconomic status, Married female workers.

Prepared in cooperation with Massachusetts Univ., Amherst. Report on Dual Worker Married Couples.

PB-273 927/4/XCB PC **A04**/MF **A01**

DL-91-26-75-37
Supervisor-Subordinate Similarity: A Determinant of Subordinate Ratings and Rewards. Final rept.,
Michigan Univ., Ann Arbor. Inst. for Social Research.
V. F. Nieva. 1 Jul 76, 432p DLMA-91-26-75-37-1

Factors other than ability or achievement-related characteristics of job holders have been shown to significantly influence personnel decision-making in organizations. This study investigates the influence of one such non-ability factor, supervisor-subordinate similarity, on the ratings and rewards received by the subordinate. The data used in this study were collected from five organizations in the first phase, and panel data were collected from three of these companies after two years.

Keywords: **Supervisors, Personnel management, Personality,** Awards, Ratings, Motivation, Decision making, Attitudes, Behavior, Theses.

Doctoral thesis.

PB-273 848/2/XCB PC **A15**/MF **A01**

DL-91-26-76-17
Husband Support for Women Returning to Higher Education: Predictors and Outcomes. Final rept.,
Michigan Univ., Ann Arbor.
G. R. F. Berkove. Apr 78, 265p 014202-F, DL-91-26-76-17-1

The meaning and impact of husband support for returning women students was explored in 1975 by means of a questionnaire survey returned by 361 women who had attended three Detroit-area universities. Six predictor variables and three outcome variables were statistically investigated by analysis of variance to see how they related to four areas of husband support: attitudinal, emotional, functional, and financial. Seven hypotheses were also tested to see how areas of support related to particular outcomes using selected predictors as controls. Results suggest that husband support in general is regarded as central, if not crucial, to returning students, although different areas of support were seen to vary in importance and influence for the women. Husbands' functional support was found to be weakest, with high attitudinal, emotional and financial support found to be positively related to women's current marital satisfaction and negatively related to psychological stress. Women's motivation and determination to stay in school regardless of husband support was also discussed at length. The report includes a significant literature review and bibliography.

Keywords: **Females, Students,** Universities, Financing, Motivation, Attitudes, Education, Males, Marriage, Continuing education, Adjustment(Psychology), Theses, Emotions, Husbands.

PB-286 667/1/XCB PC **A12**/MF **A01**

DL-91-26-76-19
Benefit/Cost Analysis of Institutional Training Programs in Michigan Prisons. Final rept.,
Michigan State Univ., East Lansing. Dept. of Economics.
S. E. Gleason. 15 May 78, 183p DLETA-91-26-76-19-1

The impact of prison vocational training programs on the post-release legitimate job opportunities of ex-offenders in Michigan was evaluated using an ex post facto quasi-experimental design employing multiple regression techniques. The empirical results indicate that the professional programs, consisting of computer programming, data processing, electronics, machine drafting, and vocational music, consistently demonstrated a favorable impact on the trainees. As a consequence they reduced the probability of recidivism and increased the average annual post-prison earnings. In contrast, the programs teaching clerical, operative, craftsmen, and service worker skills failed to consistently demonstrate a favorable impact on trainee recidivism or post-prison earnings. However, enrollment in these training programs as a way of earning credits toward a high school degree did result in higher post-prison earnings. The benefit cost ratios estimated for the professional trainees indicated these programs were a wise investment for the individual trainee, the taxpayer, and society as a whole.

Keywords: **Vocational education, Correctional institutions, Benefit cost analysis,** Crimes, Earnings, Employment, Program effectiveness, Males, Motivation, Rehabilitation, Sampling, Theses, Offenders, Recidivism, Michigan.

PB-284 345/6/XCB PC **A09**/MF **A01**

DL-91-26-76-30
Language Maintenance, Language Shift, and Occupational Achievement in the United States. Final rept.,
Michigan Univ., Ann Arbor. Arizona Univ., Tucson.
J. Angle. 30 Jun 77, 86p DLETA-91-26-76-30

This report reviews the literature on discriminatory reactions to accents. It tests to see if having a non-English mother-tongue has a negative effect on occupational achievement. It also tests to see if shift to English, switching to English as most often used language, increases occupational achievement and whether language maintenance decreases it by a like amount.

Keywords: **Verbal behavior, Discrimination, Foreign workers, Non English speaking,** Speech, Ethnic groups, Languages, Prejudices, Supervisors, Employment, Interpersonal relations, Social communication, Acceptability, United States, Psycholinguistics, Language handicaps.

Prepared in cooperation with Arizona Univ., Tucson.

PB-274 282/3/XCB PC **A05**/MF **A01**

DL-91-26-76-51
Study of Occupational Sex Typing. Final rept. 1 Jul 76-4 Aug 79,
Michigan Univ., Ann Arbor. Survey Research Center.
G. L. Staines, B. Gutek, J. Pleck, L. Shepard, and P. O'Connor. 24 Aug 79, 73p DLETA-91-26-76-51-1

The analysis investigates sex typing in occupations among working men and women. It studies the bivariate relationships between the percentage of workers in an occupation who are female and a variety of job-related factors. It also endeavors to interpret such bivariate relationships in terms of two major concepts: occupational sex ratio (differences between typically male and typically female occupations) and occupational sex congruence (differences between working in a same-sex and opposite-sex environment). Occupational status appears to be related to sex ratio. Status is lower for typically male and typically female occupations and higher for those in the mid-range of percent female.

Keywords: **Job analysis, Females,** Discrimination, Males, Employment, Earnings, Manpower utilization, Qualifications, Comfort, Socioeconomic status, Fringe benefits.

Prepared in cooperation with California Univ., Los Angeles. Dept. of Psychology, and Wellesley Coll., MA. Center for Research on Women.

PB-299 547/0/XCB PC **A04**/MF **A01**

DL-91-26-76-66
Underemployment of Ph.D.s. Volume I and II. Final rept. 1 Sep 76-28 Feb 78,
Horace H. Rackman School of Graduate Studies, Ann Arbor, MI.
T. J. Settle. 25 Apr 78, 428p DLETA-91-26-76-66-1

The purpose of this study was to examine the increasing gap between the educational preparation and skills of Ph.D.s against position requirements for placement, i.e., the underemployment of Ph.D.s. A survey was sent to 1968-69 and 1974-75 Ph.D. graduates of eight departments in six universities. The major conclusions based on the data analyses are: (1) Underemployment is a subjective rather than an objective phenomenon. (2) The least underemployed graduates studied Economics or Sociology (most: English or History), graduated in 1968-69, and were close to a faculty member who took a special interest in their professional career.

Keywords: **Employment, Professional personnel, Underemployed,** Attitudes, Job satisfaction, Education, Universities, Manpower utilization, Unemployment, Placement, Statistical analysis, Surveys, Theses, Doctoral degrees.

PB-288 364/3/XCB PC **A19**/MF **A01**

DL-91-26-76-69
Effect of Benefits and Overtime Costs on the Short Run Cyclical Demand for Labor in the Automobile Industry in Michigan. Final rept. 1 Sep 76-31 Dec 77,
Michigan Univ.-Wayne State Univ., Ann Arbor. Inst. of Labor and Industrial Relations.
A. R. Schwartz. Jan 78, 172p DLETA-91-26-76-69-1

The basic problem that is studied is the effect of rising fringe benefit costs on the decision of employers whether to obtain desired changes in labor inputs by adjusting their number of employees or by their use of overtime hours. If employers are using more hours due to higher fringe benefits costs, a fringe barrier to additional employment is created. A model of total labor demand is derived. The unique feature of this model is that it is derived from the minimization of a cost function that includes fringe benefits as a cost. Since some fringe benefits vary with employment and not with hours, it is possible to enter separate costs for hours and employment and derive separate estimating equations for each. Support is provided for the idea of a fringe barrier effect by the regression model that is derived from the theoretical model.

Keywords: **Fringe benefits, Economic models,** Automotive industry, Employment, Unemployment, Cost analysis, Labor estimates.

PB-280 629/7/XCB PC **A08**/MF **A01**

DL-91-26-77-04
Occupational Segregation by Sex: An Analysis of the Determinants of Occupational Sex Composition among Female Workers. Final rept.,
Michigan Univ., Ann Arbor. Dept. of Sociology.
J. H. Madans. 1978, 407p DLMA-91-26-77-04

This thesis tests whether the commonly held explanations of occupational segregation by sex can also be used to explain the distribution of female workers across occupational categories scaled by sex composition (percent female). The theoretical framework derived from the occupational segregation by sex literature focuses on the process of integrating the working woman's worker and traditional female sex role. Two data sets--the 1973 Detroit Area Study and the 30-44 year old female cohort of the National Longitudinal Survey are used in the analysis. Parallel analyses of each respondents first and current jobs were done within subgroups defined by race and socioeconomic status. With few exceptions the empirical results fail to support the theoretical model. However, the analysis did suggest relationships which should be looked at further. Among high status whites the findings suggest that atypicality is associated with a market orientation characterized by a commitment to atypical work which is made during late adolescence or early adulthood as well as active preparation for this employment was found. The pattern for low status nonwhites, on the other hand, is related to employment as farm laborers and no evidence of planning or preparation for this employment was found.

Keywords: **Females, Employment,** Roles(Behavior), Socioeconomic status, Education, Ethnic groups, Negroes, Job analysis, Requirements, Salaries, Theses, Labor force.

Doctoral thesis.

PB-283 206/1/XCB PC **A18**/MF **A01**

DL-91-26-78-24
Household Composition and Racial Inequality: 1960-76. Final rept.,
Michigan Univ., Ann Arbor. Population Studies Center.
S. M. Bianchi. Mar 79, 263p DLMA-91-26-78-24-1

In recent years there have been pronounced changes in the living arrangements and labor activities of adults and children and these confound the study of the relative economic status of blacks. Sample data from the 1960 and 1970 decennial censuses and from the March, 1976 Current Population Survey are analyzed to describe changes in living arrangements and their impact upon the economic well-being of blacks and whites. The household is the unit of analysis. Demographic and econometric models are employed to assess components of racial differences and changes over time in those differences.

Keywords: **Households, Social change, Socioeconomic status, Negroes, Family structure, Racial differences,** Demographic surveys, Econometrics, Earnings, Income, Social welfare, Economic impact, Employment, Discrimination, Tables(Data), Economic analysis, Education, Sex discrimination, Family status.

Doctoral thesis.

PB-294 083/1/XCB PC **A12**/MF **A01**

DL-91-26-78-26
Occupational Differentiation by Sex: An International Comparison. Final rept. 1 Apr 78-31 Mar 80,
Michigan Univ., Ann Arbor. Dept. of Sociology.
K. A. Gaskin. 1979, 287p* DLMA-91-26-78-26-F

Occupational segregation by sex is high in the United States, and evidence suggests that workers are sexually segregated in all industrial countries. However, no detailed cross-national comparisons of the phenomenon have been made. In this research the author has two aims. First, to compare the differentiation of women and men in detailed occupations in the United States, Canada, England, Norway, Sweden, West Germany and Italy. Reclassifying occupation data from 1960/1961 Censuses into a standard, comparable structure encompassing 86 occupations, the author estimates overall sex segregation and identifies sex-typed (sex-labeled) occupations. Second, the author explores causes of variation in occupational segregation. Within the limitations of Census data, the author explores supply-oriented and demand-oriented explanations.

Keywords: **Employment, Discrimination,** Females, Personnel selection, Manpower utilization, Salary surveys.

PB81-221772/XCB PC **A13**/MF **A01**

DL-91-26-78-53
Skidding and Bumping: Cyclical Patterns of Quality Adjustment of Labor Input. Final rept.,
Michigan Univ., Ann Arbor. Dept. of Economics.
J. A. Gardner. Oct 80, 372p DLETA-91-26-78-53-1

Skidding occurs when a person shifts from one job to another with less content, requiring less skill, intelligence, or experience. Bumping refers to the (direct or indirect) displacement of the person who would have held the lower-content job is no skidding had occurred. Job content is measured variously as income, occupational status, subjective perception of the employee. Data from the Michigan Income Dynamics Panel Study is used to calculate for 1969-1976 the annual proportion of job-changers who skid. Observations are restricted to male heads of households aged 25 to 64 who are not self-employed. The proportion varies from 15% to 30%. It varies inversely with annual aggregate employment growth, production growth, and capacity utilization, and it varies directly with aggregate unemployment. A logit model is used to predict likelihood of skidding for individual household heads. Aggregate economic conditions are found to be more important determinants of that likelihood than are such personal characteristics as age, family size, education, health status, income of other family members, and eligibility for unemployment compensation. A simple model is developed showing that if about 22% of job-changers skid, one would predict the two-to-one ratio of unemployment rates of blacks and whites.

Keywords: **Occupational mobility, Personnel development,** Minority groups, Unemployment, Employment, Manpower utilization, Males, Career development, Theses.

PB81-156523/XCB PC **A16**/MF **A01**

DL-91-26-79-22
Study of the Effects of and Reactions to a Merger on a Company and Its Employees,
Michigan Univ., Ann Arbor. Inst. for Social Research.
M. L. Marks, and P. H. Mirvis. Aug 80, 153p DLETA-91-26-79-22-1

A case study of organizational and individual reaction to a conglomerate type acquisition is presented. Drawing from organizational and merger literature, a model of acquisition impact is proposed to guide research into the acquisition experience. A variety of data collection methodologies are utilized in the study. Quantitative methods include a comprehensive employee work life attitude survey administered one- and three-years prior to the acquisition and one-year after the acquisition and analysis of organization records. Qualitative methods include interviews with organization members and review of various organizational memoranda, including correspondence, personal notes, and minutes and tapes from management meetings. Application of the research findings to future merger and acquisition situations is discussed.

Keywords: **Attitudes, Mergers, Personnel management,** Human behavior, Management planning, Stress(Psychology), Risk, Attitude surveys.

Prepared in cooperation with Boston Univ., MA. School of Management.

PB81-118903/XCB PC **A08**/MF **A01**

DL-91-26-79-23
Simultaneous Model of Unemployment Insurance Demand and Incidence of Unemployment Risk.
Final rept. 1 Jun 79-30 Nov 80,
Michigan Univ., Ann Arbor. Dept. of Economics.
A. L. Long. cNov 80, 545p DLETA-91-26-79-23-1

The study derives models of statutory unemployment insurance provisions and average UI benefit measures and their relationship to labor market conditions. It tests the hypothesis that state unemployment benefits demanded are simultaneously determined with state total unemployment rates. Two-stage least squares estimation is applied to data on all states for the period 1964-1976. One conclusion is that maximum weekly benefits, expected potential UI benefits per spell, and qualifying earnings are positively influenced by, and in turn positively influence, state unemployment rate. Mean potential duration of benefits and average weekly benefit amounts are also simultaneously and positively affected by the expected level of unemployment risk. The results corroborate the theoretical model of insurance demand in response to risk and the presence of moral hazard arising from externalities and insufficient self-protection against unemployment.

Keywords: **Insurance, Unemployment,** Models, State government, Risk, Theses, Incentives.

PB81-127607/XCB PC **A23**/MF **A01**

DL-91-27-69-24
Layoff Behavior in Manufacturing Industries. Final rept.,
Washington Univ., St. Louis, Mo. Dept. of Economics.
M. H. Kahn. Aug 74, 116p DLETA-91-27-69-24

In this study, the author takes a close look at one of these firm-induced gross employment changes, layoffs. In particular, the attempt is to describe the dynamic properties and the nature and causes of observed interindustry differences in this form of employment adjustment. This study is conducted by specifying and estimating a regression model in which data on several U.S. manufacturing industries are pooled and layoffs per 100 production workers is the dependent variable.

Keywords: **Unemployment, Human behavior, Job layoff,** Employment, Industrial management, Personnel development, Cost analysis, Turnover ratio, Salaries, Education, Theses, Manhours.

Doctoral thesis.

PB-276 371/2/XCB PC **A06**/MF **A01**

DL-91-27-69-38
Demand for Hygienists: An Intra Firm Analysis. Final rept.,
Washington Univ., St. Louis, Mo. Dept. of Economics.
American Medical Association, Chicago, Ill. Center for Health Services Research and Development.
N. W. Budde. Aug 76, 207p DLETA-91-27-69-38-1

Contents:
- The substitution possibilities of a hygienist for the team of dentist and assistant in specific tasks;
- The isocost curve;
- Demand for dental hygienists and their contribution to the practice output;
- Return on investment in dental hygiene education.

Keywords: **Manpower requirements, Dental hygienists,** Dental personnel, Health resources, Allied health personnel, Health manpower education, Employment, Health care teams, Economic factors, Models, Tables(Data), Salaries, Analyzing, Income, Manpower utilization, Isocost curve.

Doctoral thesis also pub. as American Medical Association, Chicago, Ill. Center for Health Services Research and Development rept. no. HSR-76/8.

PB-283 127/9/XCB PC **A10**/MF **A01**

DL-91-27-75-03
Employment Turnover and Wage Dynamics in U.S. Manufacturing, 1932-1972. Final rept.,
Minnesota Univ., Minneapolis. Wisconsin Univ., Madison. Dept. of Economics.
J. F. Geweke. 15 Oct 75, 446p DLMA-91-27-75-03-1

A simple stochastic model of the firm is constructed in which a dynamic monopolist maximizes a discounted profits stream subject to labor adjustment costs and given factor prices. If the observed relation of wages and prices in manufacturing arises solely from this behavior then wages and input prices are exogenous with respect to output prices, a testable implication which is not rejected for the period 1955:I to 1971:II. During the 1930's the causal ordering was reversed, wholesale prices being exogenous with respect to wages. A more detailed model of wage dynamics is developed in which firms hire unskilled labor in a competitive market, but the supply of skilled workers is not perfectly elastic at a point in time. If the observed relation of labor turnover from one firm to another and wage movements in manufacturing arises solely from this behavior then labor market disturbances are exogenous with respect to the rate of change of wages. This hypothesis fails to be rejected for either the prewar or postwar period.

Keywords: **Employment, Prices, Economic analysis, Personnel turnover,** Manufacturing, Demand(Economics), Supply(Economics), Economic models, Salaries, Unemployment, Business cycles, Skilled workers, Unskilled workers, Labor relations, Theses, Labor market.

Prepared in cooperation with Wisconsin Univ., Madison. Dept. of Economics.

PB-273 874/8/XCB PC **A19**/MF **A01**

DL-91-27-77-08
Hospital Union Wage Effects,
Minnesota Univ., St. Paul. California Univ., Berkeley.
D. L. Estenson. May 79, 193p 0751-5606, DLETA-91-27-77-08-1

Hypothesized variations in the percentage difference in wages paid by union and nonunion hospital employers are derived from a bargaining model with applications to the hospital industry. Estimates for selected hospital occupations are made of variations in the relative union wage effect associated with conditions in the hospital labor market the hospital product market, and the community as well as by regulatory standards for hospital labor relations. Two-stage least squares (regression) is the method of estimation. Data are pooled cross-section, time-series observations of metropolitan averages. A survey of methods for estimating relative union wage effects, a report on related research, and a bibliography are included.

Keywords: **Labor unions, Hospitals, Salaries,** Medical personnel, Bargaining, Strikes, Industrial relations, Supply(Economics), Demand(Economics), Unionization, Economic analysis, Least squares method, Labor relations, Time series analysis, Collective bargaining, Wages, Labor market.

Prepared in cooperation with California Univ., Berkeley.

PB-296 601/8/XCB PC **A09**/MF **A01**

DL-91-29-75-10
Crime, Punishment, and the Mode of Production: An Exploratory Foray. Final rept.,
Missouri Univ.-Columbia. Dept. of Economics.
N. Bowers. 15 Dec 75, 517p

This research is concerned with the issues of crime and punishment. After a lengthy critique of the neoclassical economic theory of crime and punishment an alternative is posed. Briefly, what is proposed is that neither crime nor punishment may be explained in abstraction from the concrete social class relations and dominant mode of production of the historical period under investigation. An historical analysis of crime, punishment and stages of capital accumulation is developed along these lines. Two hypotheses are statistically tested. One deals with repression in advanced capitalism. The second indicates how the necessity to engage in criminal activity is rooted in the social organization of production.

Keywords: **Social organization, Political systems, Criminal justice,** Economic analysis, Juvenile delinquency, Socioeconomic status, Unemployment, Crimes, Punishment(Psychology), Law enforcement, Theses, Capitalism.

PB-287 297/6/XCB PC **A22**/MF **A01**

DL-91-29-75-13
Empirical Study of the Female Insured Unemployed. Doctoral thesis (Final),
Missouri Univ.-Columbia. Graduate School.
P. D. Altrogge. Dec 75, 196p DLETA-91-29-75-13-1

This study developed a model to test the disincentive effects of unemployment compensation, based on the work-leisure choice model of labor supply theory. The model hypothesizes that the duration of unemployment of individuals increases as the difference between their expected employment earnings and unemployment compensation decreases and as other nonemployment income increases, other things being equal. Furthermore, women who receive unemployment compensation will experience greater disincentives than men if (1) the substitutability of woman's time for goods in nonmarket production is generally greater, and (2) the proportion of women's time in the total cost of producing home goods is greater.

Keywords: **Females, Unemployment,** Income, Earnings, Economic analysis, Incentives, Manpower, Economic models, Negroes, Productivity, Theses, Unemployment compensation.

PB-276 300/1/XCB PC **A09**/MF **A01**

DL-91-29-76-21
Marital Status Change and Labor Force Readjustments: An Analysis of Female Heads of Families. Final rept.,
George Warren Brown School of Social Work, St. Louis, MO.
L. S. Rosenman. Feb 77, 157p DLMA-91-29-76-21-1

A sample of 275 female heads of families was drawn from the National Longitudinal Surveys of Mature Women. Functions for the values of home, market, and leisure time were estimated and dollar values for each of the three uses of time were calculated for each woman in the sample. These three values were used as a basis for an investigation of the factors affecting labor supply of women before and after their marriage ended, and changes in labor supply and labor force participation over the time period in which marital status changed from married spouse present to unmarried. The results suggest that the labor force behavior of these women is strongly influenced by changes in the relative values of home, market, and leisure time, as well as by the typically sharp drop in family income that occurs with loss of a husband. A model predicting the probability that a woman will invest in training when her marriage ends is also estimated.

Keywords: **Females, Employment, Family relations, Working women, Heads of households,** Salaries, Income, Education, Manpower utilization, Socioeconomic status, Children, Quality of life, Surveys, Theses.

PB-273 767/4/XCB PC **A08**/MF **A01**

DL-91-29-76-62
Components of Non-Market Time and Female Labor Supply Patterns. Final rept.,
Washington Univ., St. Louis, MO. Dept. of Economics.
D. A. Larson. 20 Jun 79, 131p DLMA-91-29-76-62-1

The study examines the determination of labor supply patterns (in terms of hours per week and weeks per year) for married women. The analysis proceeds by defining two distinct types of non-market time which are uniquely associated with the labor supply patterns. A theory of demand for these 'leisure' components is developed and estimated empirically using data from the National Longitudinal Survey of Women 30-44. The results indicate that women are not indifferent to the pattern of work time and that their choices are related to a number of economic and demographic factors. In particular, annual weeks is found to have a substantially higher, positive elasticity than weekly hours.

Keywords: **Females, Employment,** Flexibility, Economic analysis, Economic models, Children, Statistical analysis, Patterns, Theses, Labor supply, Labor market.

PB-298 536/4/XCB PC **A07**/MF **A01**

DL-91-30-74-26
Effects of Adjustment Assistance on Trade-Displaced Workers: A Case Study. Final rept.,
Montana State Univ., Bozeman. Dept. of Agricultural Economics and Economics.
M. D. Bale, and D. P. Miller. Jan 76, 83p STAFF PAPER-IT-76/1, DLMA-91-30-74-26-1

The objective of this research is to evaluate the effects of the various adjustment benefits given under the Trade Expansion Act of 1962 on the employment, income, and duration of frictional unemployment of displaced-worker recipients compared to an appropriate control group. A sample survey was conducted on displaced shoe workers from Woonsocket, R.I. and from Brunswick, Maine, and the data on various socioeconomic variables plus trade adjustment assistance experience was analyzed by OLS regression techniques. The results indicate that workers who received adjustment assistance benefits promptly upon lay-off take longer to find a job than do workers who received their trade-allowance late, but that the job they find is a higher paying one. This apparently is a result of a more thorough job-search by the workers made possible by the security of their income maintenance under the program.

Keywords: **Unskilled workers, Unemployment,** Benefit plans, Income, Payment, Program effectiveness, Economic assistance, Specialized training, Skills, Surveys.

Report on International Trade Programs.

PB-273 764/1/XCB PC **A05**/MF **A01**

DL-91-34-70-62-1
Determinants of the Occupational Distribution of Women. Final rept.,
Columbia Univ., New York. Dept. of Political Science.
H. S. Zellner. 5 Aug 75, 164p DLMA-91-34-70-62-1

Distinguishing among occupations by the relative number of women employed in each (femininity occupation index or FOI), the following hypotheses were tested using data from the 1960 Census of Population and Housing: (1) relatively high FOI occupations require less post-school investment in market skills than do relatively low FOI occupations; (2) persons entering relatively high FOI occupations intend to supply less time to the labor force than do persons entering relatively low FOI occupations; and (3) relatively low FOI occupations are characterized by discrimination against women while relatively high FOI occupations are characterized by indifference between males and females or even positive preference for females.

Keywords: **Employment, Females,** Earnings, Specialized training, Education, Discrimination, Males, Manpower, Statistical analysis, Economic models, Productivity, Demand(Economics), Supply(Economics), Theses, Labor force, On job training.

Doctoral thesis.

PB-274 277/3/XCB PC **A08**/MF **A01**

DL-91-34-70-63
Fluctuations in Federal Funds for University Research and the Roles and Careers of Academic Scientists. Doctoral thesis,
Columbia Univ., New York.
M. A. Johansson. 1977, 349p

This study of a heavily committed University to research in the years 1968 through 1970 examined the short-run consequences of the loss of federal funds for research by PhD academics. It also documents their norms, division of labor, and rewards for instruction and research, as they relate to rank, commitment to research and other variables.

Keywords: **Research management, Universities,** Financing, National government, Instructors, Characteristics, Income, Surveys, Theses.

PB-287 538/3/XCB PC **A15**/MF **A01**

DL-91-34-76-57
Second Careers for Retired Military Officers; The Transfer of Educational Attainments, Skills and Experience to Civilian Occupations. Final rept. Sep 76-Oct 77,
Rutgers - The State Univ., New Brunswick, N.J. Graduate School of Education.
W. H. Henry. Jan 78, 270p DLETA-91-34-76-57-1

This study examines the transition of retired military officers to full-time civilian occupations. Conclusions are drawn from questionnaires completed by 1,259 respondents, an approximate one percent sample. A Transition Index combining retirement income and perceptions of retirement success and satisfaction was originated as a dependent variable for use in conjunction with some forty independent variables. The resulting relationships are detailed in 159 tables.

Keywords: **Military personnel, Retirement,** Employment, Earnings, Education, Job satisfaction, Manpower utilization, Surveys, Vocational guidance, Theses, Counseling, Retraining, Transfer of training.

Doctoral thesis.

PB-283 254/1/XCB PC **A12**/MF **A01**

DL-91-34-77-35
Labor Supply Behavior of Female Heads of Households: Extending the Classical Model to a Dynamic Framework. Final rept. Sep 77-Aug 78,
Rutgers - The State Univ., New Brunswick, N.J. Dept. of Economics.
A. W. Braunstein. May 78, 196p FARU/DE-1

This study examines the empirical labor supply behavior of female heads of households in the United States, by dividing them into two groups: those with choice over hours worked, and those without choice. In contrast to the majority of existing studies, labor supply behavior is formulated in a dynamic framework, under the contention that people look beyond current economic conditions in making their labor supply decisions. Parameter estimates for both the static and dynamic models vary greatly between the 'free choice' and 'choiceless' groups. Policymakers use labor supply model estimates to gauge the labor supply reaction to various public programs. If those estimates make use of data on individuals who do not have freedom of choice in the hours-worked decision, then that could give us a false indication of labor supply reaction to income maintenance and related programs.

Keywords. **Manpower, Females,** Behavior, Economic analysis, Decision making, Employment, Labor relations, Income, Theses.

Doctoral thesis.

PB-284 395/1/XCB PC **A09**/MF **A01**

DL-91-34-78-12
Influence of Affective Human Capital on the Wage Equation. Final rept.,
Princeton Univ., NJ.
R. K. Filer. Dec 78, 159p DLMA-91-34-78-12-1

The research shows that the inclusion of explicit measures of an individual's stocks of human capital, both cognitive and affective (personality traits) significantly improves the predictive accuracy of standard wage equations. Personality traits having the greatest influence on wages are general activity (drive), ascendance, sociability (negative relationship) and friendliness. It is shown that the omission of these factors may lead to an overstatement of the extent of sexual and racial discrimination in the labor market. The omission of cognitive skills is particularly important with regard to blacks, while the omission of personality, traits is more serious with regard to women. Contrary to previous speculation, there does not appear to be an especially serious bias caused by the omission of personality traits in estimating returns to education.

Keywords: **Salaries, Personality, Affective behavior,** Social psychology, Education, Human behavior, Cognition, Discrimination, Psychological tests, Personnel development, Coefficients, Estimates, Negroes, Females, Economic models, Theses, Human resources, Affective tests, Labor market, Promotion(Occupational).

PB-294 282/9/XCB PC **A08**/MF **A01**

DL-91-34-78-52
Issues in Unemployment Insurance Financing: Cross-Subsidies and Incentives for Layoffs. Doctoral thesis (Final),
Princeton Univ., NJ.
L. D. Marks. Jan 81, 245p DLETA-91-34-78-52-1

The research explores the degree of experience rating in the unemployment insurance financing system as reflected by the permanence of tax rate assignments and the existence of cross-subsidization among employers; it also examines the effect of the use of limiting payroll tax rates on employers' layoff rates. The analysis utilizes an extensive set of employer data from the State of New Jersey during the years 1975-7.

Keywords: **Financing, Unemployment insurance, Job layoff,** Subsidies, Incentives, New Jersey, Taxes, Regression analysis, Statistical analysis, Economic analysis, Manpower utilization, Tax structure, Labor market.

PB81-168023/XCB PC **A11**/MF **A01**

DL-91-36-71-52
Achievement Process: A Path Analytic Longitudinal Study of Educational and Occupational Mobility. Final rept.,
Syracuse Univ., NY.
J. P. O'Hair. Aug 74, 151p DLMA-91-36-71-52-1

The report is a study of educational and occupational attainments, and aspirations of a sample of American youth. Thirty-three variables were linked and tested through the use of path analysis.

Keywords: **Youths, Occupational mobility,** Education, Students, Motivation, Marriage, Background, Theses.

Master's thesis.Portions of this document are not fully legible.

PB-296 421/1/XCB PC **A06**/MF **A01**

DL-91-36-73-18-1
Professional Social Worker in Manpower Programs: An Assessment of Tasks, Dilemmas and Educational Implications. Final rept. Dec 72-77,
Columbia Univ., New York. School of Social Work.
F. Kushin. May 77, 256p DLMA-91-36-73-18-1

The report is a study of professional social work roles and experiences in manpower programs. It is based on a sample primarily drawn from membership in the National Association of Social Workers. It defines not only the scope of such involvement but also the nature of professional tasks and problems which exist for social workers in carrying out manpower related duties. While discussing both educational and practice implications for the field of social work, this study also suggests areas of possible cooperative activity with the field of manpower. On the basis of data collected and review of pertinent literature, limitations which impede greater interprofessional activity are also analyzed.

Keywords: **Professional personnel, Social services,** Personnel development, Manpower utilization, Characteristics, Job satisfaction, Job analysis, Skills, Qualifications, Counseling, Theses.

PB-273 866/4/XCB PC **A12**/MF **A01**

DL-91-36-74-09
Demand for Labor in a Dynamic Putty-Clay Model: A Theoretical and Empirical Investigation. Final rept.,
Columbia Univ., New York.
P. K. Sabatacakis. 1976, 129p DL-91-36-74-09-1

The report develops a model of the labor input adjustment process over time within a neoclassical framework. Basic conclusions emerging from the study are: (1) The model explains the demand for employment in the manufacturing sector; (2) the basic neoclassical framework with its emphasis on factor prices is confirmed within a putty-clay production world; (3) the adjustment path of employment to exogenous changes depends on whether firms react to factor price changes or changes in output; and (4) the results of the study seem to support a putty-clay view of the world.

Keywords: **Demand(Economics), Economic models, Manpower, Demand models, Neoclassical labor market theory, Manufacturing industries,** Economic theory, Industries, Manufacturing, Prices, Economic factors, Production control, Output, Employment, Input, Manpower demand, Input output analysis, Putty clay model.

PB-288 178/7/XCB PC **A07**/MF **A01**

DL-91-36-74-40
Workingmen's Democracy: The Knights of Labor in Local Politics, 1886-1896. Doctoral thesis,
Rochester Univ., N.Y. Dept. of History.
L. Fink. 1977, 437p DLETA-91-36-40-1

This study examined the political impact of the great upheaval of industrial unrest which swept over the U.S. in 1885-1886 and took organizational expression in the Knights of Labor. Case studies of the Knights' political efforts in 5 heterogeneous communities--Rochester, New Hampshire, Rutland, Vermont, Richmond, Virginia, Kansas City, Kansas, and Milwaukee, Wisconsin--illuminate the nature of social conflict in this period, the composition of the combatants and their ideologies, and the response of the two-party system to political insurgency.

Keywords: **Labor unions, Industrial relations,** Labor relations, Formal organizations, Societies, Skilled workers, Unskilled workers, History, Theses, Knights of Labor.

PB-276 135/1/XCB PC **A19**/MF **A01**

DL-91-36-74-42
Modest Magna Charta: The Rise and Growth of Wage and Hour Standards Laws, 1900-1973: A Social Indicators Approach. Final rept.,
New York Univ., N.Y.
R. S. Ratner. Aug 77, 634p DLMA-91-36-74-42

The report investigates growth of Wage and Hour Standards legislation in the United States. A social indicators approach was used to measure change in the provisions of these laws. The author reviews statutes for a twenty-eight state sample and for the Federal government between 1900-1973, and generates a set of time series data. The author analyzes both the national pattern of change in these laws and the pattern of change at the state level. The author then investigates the correlates of legislative change: first, determinants of variations in coverage under these laws; second, correlates of Congressional voting on the Fair Labor Standards Act; and third, the relationship between economic changes, unionization, and growth of social reform. Finally, theoretical and historical positions concerning social reform in twentieth century America are assessed. (Portions of this document are not fully legible)

Keywords: **Labor relations, Legislation, Social reforms, Working hours,** Salaries, Industrial relations, Labor unions, State government, National government, Females, Children, Theses, Social indicators, Labor laws.

Doctoral thesis.

PB-273 926/6/XCB PC **A99**/MF **A01**

DL-91-36-75-04
Allocation of Time to Vocational School Training.
Doctoral thesis,
Rochester Univ., N.Y. Dept. of Economics. Chicago Univ., Ill. Dept. of Economics.
L. S. Olson. Jun 76, 72p DISCUSSION PAPER-76-8,
DLMA-91-36-75-04-1

This report examines post-secondary training choices of young males, their determinants and effects. Decisions involving vocational school are analyzed in conjunction with decisions about college, work, and leisure. An economic, time-allocation model of training choice is formulated. New statistical methods, combining maximum likelihood and two-stage estimation, are used to test the model. Results indicate that the for-profit nature of most vocational schools renders them more flexible than colleges and better suited to students with poor backgrounds and limited finances. Race appears not to be an important factor in training choices after standardizing for other relevant variables. Although the data used come from the late 1960's, no draft effect on college attendance is found. Time costs of training appear large for both college and vocational school, and both training types involve substantial amounts of foregone leisure time.

Keywords: **Vocational education, Decision making,** Employment, Males, Education, Statistical analysis, Specialized training, Surveys, Theses.

Prepared in cooperation with Chicago Univ., Ill. Dept. of Economics.

PB-274 276/5/XCB PC **A04**/MF **A01**

DL-91-36-75-09
Behavioral Model of Labor Force Migration. Final rept.,
New York State Coll. of Human Ecology, Ithaca. Dept. of Consumer Economics and Public Policy.
S. R. Nilsen. 9 Feb 76, 207p DLMA-91-36-75-09-1

A model of inter-state out migration based upon the theoretical constructs of the human capital literature is empirically tested to ascertain the motivations for labor force migration. It is established that occupational mobility and geographic mobility are closely related. The principal force motivating occupational mobility is found to be the level of overqualification. The primary factors stimulating geographic movement are inter-state earnings differentials and the level of employment opportunity.

Keywords: **Population migration, Motivation,** Manpower, Mobility, Economic models, Statistical analysis, Decision making, Career development, Theses, Occupational mobility, Labor force.

PB-274 271/6/XCB PC **A10**/MF **A01**

DL-91-36-75-14
Contribution of Social Resources to the Individual's Participation in the Labor Force. Final rept. 1 Oct 74-31 Dec 75,
State Univ. of New York at Albany. Dept. of Sociology.
J. C. Vaughn. 23 Dec 75, 357p

This report is based on data from a survey conducted in Spring 1975 for 399 males, 20-64 years old and residing in the Albany-Schenectady-Troy SMSA. Occupational destination was specified as the ultimate dependent variable, decomposed into three prestige levels, and displayed in path models. Some major findings are that family background is more influential on individuals entering a low occupational prestige destination than on those entering a high destination. The influences of educational attainment are less and the effects of social contacts are greater for men entering high occupational prestige positions than low prestige positions.

Keywords: **Career development, Socioeconomic status,** Occupational mobility, Professional personnel, Skilled workers, Job satisfaction, Peer groups, Family relations, Motivation, Males.

PB-273 889/6/XCB PC **A16**/MF **A01**

DL-91-36-76-03
Longitudinal and Experimental Perspectives on the Social Psychology of Socioeconomic Attainment. Final rept.,
Columbia Univ., New York.
C. F. Turner. 1978, 361p* DLMA-91-36-76-03-1

The study focuses on the following: (1) Do the models of Blau and Duncan provide an adequate description of the process of attainment in Britain. (2) To what extent is the process of attainment influenced by variations in personality. (3) Do personality variables mediate the transmittal of social and economic inequality from generation to generation. (4) Does socioeconomic attainment influence the development of adult personality.

Keywords: **Social psychology, Socioeconomic status,** Personality, Employment, Education, Technological intelligence, Social change, Personnel selection, Discrimination, Organization theory, Occupational mobility, Psychotic depression, Income, Sociology, Theses, Career choice, Self actualization.

Master's thesis.

PB-296 422/9/XCB PC **A16**/MF **A01**

DL-91-36-76-04
Railroad Manpower Adjustments to Technological Change Through Collective Bargaining: Crew Consist on the Illinois Central Railroad. Final rept.,
New York State School of Industrial and Labor Relations, Ithaca. United Transportation Union, Cleveland, Ohio.
D. M. McCabe. 30 May 77, 718p DLMA-91-36-76-04-1

Industries adjust work-force size to technological change and economic changes, but the number of brakemen on railroad crews is inflexibly fixed by labor agreements. In the 1959 crew consist dispute the railroads claimed authority over crew size, the issue remaining unresolved in 1977 despite years of negotiation, mediation, arbitration, and government factfinding. Government-imposed arbitration authorized crew reductions in 1964-5 but granted the current employees job protection, whereupon some railroads offered severance pay. Railroad wages are negotiated industry-wide, but in 1966 a court ruled that crew agreements be on individual railroads, enabling union bargaining power to gain its goal of two brakemen per crew. This dissertation emphasizes a case study of the Illinois Central Railroad, the union's most aggressive opponent.

Keywords: **Railroads, Labor unions, Personnel management,** Industrial relations, Collective bargaining, Manpower utilization, Requirements, Automation, Productivity, Government policies, Job analysis, Technology innovation, Unemployment, Theses, Illinois Central Railroad.

Doctoral thesis. Prepared in cooperation with United Transportation Union, Cleveland, Ohio., and Association of American Railroads, Washington, D.C.

PB-274 484/5/XCB PC **A99**/MF **A01**

DL-91-36-76-09
Effects of Managers' Performance Evaluation Policies on Subordinate Motivation in a Program of Management by Objectives. Final rept. 1 Sep 75-30 Apr 77,
New York Univ., NY. Dept. of Psychology.
P. J. Manhardt. 1 Jun 77, 198p DLMA-91-36-76-09-1

A manager's 'evaluation policy' was defined as the extent to which he uses information about objective accomplishment or characteristics of the subordinate's personality or behavior in making decisions about subordinates. It was hypothesized that the amount of effort expended by subordinates would be positively related to the extent to which their managers based extrinsic reward allocation decisions on objective accomplishment and negatively related to the extent to which they based these decisions on personality or behavioral characteristics of the subordinate. A causal model was proposed, in which the manager's evaluation policy affects subordinate effort expenditure through the subordinates' perceptions of the manager's evaluation policy, which affect expectancy and instrumentality perceptions.

Keywords: **Performance evaluation, Motivation,** Incentives(Psychology), Productivity, Supervisors, Management by objections, Personality, Behavior, Program effectiveness, Reward(Psychology), Decision making, Surveys, Theses, Managers.

Doctoral thesis.

PB-274 322/7/XCB PC **A09**/MF **A01**

DL-91-36-76-13
Differences in Alienation Between General Social Survey Respondents and Severely Impaired Workers' Compensation Survey Respondents Based on Structural and Health Status Characteristics. Rept. for 1 Sep 75-31 Aug 76,
Syracuse Univ., N.Y. Dept. of Social Science. Northern Illinois Univ., De Kalb. Dept. of Sociology.
J. C. Romeis. 1976, 233p DLMA-91-36-76-13-1

This study was designed to test whether severely impaired Workers' Compensation recipients are more alienated from society than a comparable group of unimpaired individuals. A structural characteristic regression equation for alienation was derived from the 1973 and 1974 General Social Surveys and used to predict alienation scale scores for the Survey of Workers' Compensation Recipients (N = 1495). GSS predicted alienation scale scores under several conditions.

Keywords: **Handicapped persons, Adjustment(Psychology), Alienation,** Injuries, Workmens compensation, Attitudes, Employment, Rehabilitation, Retirement, Unemployment, Socioeconomic status, Surveys.

Doctoral thesis. Prepared in cooperation with Northern Illinois Univ., De Kalb. Dept. of Sociology.

PB-274 272/4/XCB PC **A11**/MF **A01**

DL-91-36-76-40
Compensating Wage Differentials and Pension Coverage: The Implicit Market for Pensions. Final rept.,
Cornell Univ., Ithaca, NY.
J. E. Whiting. Sep 79, 278p DLETA-91-36-76-40-1

The report examines the market for pension coverage. The analysis focuses on the determinants of pension supply by firms and pension demand by workers. The study employs the methodological device of the hypothesis of equalizing differences in examining the price of pensions. The report is presented in three sections: Section I, which examines the distribution of pension coverage in the labor market, the influence of retirement income on labor supply, and the cost of pensions for firms; Section II, which considers the pension market (i.e., supply and demand); and Section III, which constructs a simultaneous equation model of the pension market and presents estimates of that model. In the conclusion, the impact of the Employee Retirement Income Security Act of 1974 is considered.

Keywords: **Pensions, Salaries,** Economic analysis, Expenses, Benefit plans, Payment, Compensation, Supply(Economics), Demand(Economics), Prices, Labor unions, Regulations, Legislation, Retirement, Fringe benefits, Social welfare, Manpower, Wages, Employee Retirement Income Security Act of 1974, Labor supply.

PB-300 000/7/XCB PC **A13**/MF **A01**

DL-91-36-76-42
Gender Effects on Occupational Prestige. Final rept.,
Cornell Univ., Ithaca, NY. Dept. of Sociology.
J. A. Olson. Oct 78, 309p DLETA-91-36-76-42-1

Using census data and primary data on prestige rankings for male and female incumbents of 100 census-matched occupational titles and for housewives, major results of this analysis are that (1) male-female prestige score differences are a function of occupational sex typing, but the importance of sex typing is not uniform across all occupations; (2) the earnings, schooling and sex composition of occupations are somewhat differently associated with male and female incumbent prestige; (3) housewives are assigned above-average prestige; and (4) there are important subgroup differences in the prestige scores assigned to the housewife.

Keywords: **Opinions, Males, Females,** Attitudes, Job analysis, Sex, Education, Earnings, Socioeconomic status, Salaries, Surveys, Employment, Theses, Labor force.

PB-288 271/0/XCB PC **A14**/MF **A01**

DL-91-36-77-21
Development of a Union in the Hospitals: The Interaction of District 1199 with Voluntary Hospital Workers, 1948-1963. Final rept.,
National Union of Hospital and Health Care Employees, New York.
B. Greenberg, and L. Fink. 29 Oct 81, 181p DLETA-91-36-77-21-1

Focusing on the development of Local 1199 Drug and Hospital Workers Union in New York City, the project sought to uncover (1) why and how the workers were organized; (2) the impact of unionization on the hospital workforce and its manpower policy; and (3) the interrelation of unionism and public economic policy. The project incorporates the use of a variety of techniques to measure and interpret the impact of unionization among hospital workers.

Keywords: **Unionization, Medical personnel,** Ethnic groups, Industrial relations, Labor relations, Negroes, Personnel management, Unskilled workers, Urban areas, Hospitals.

Prepared in cooperation with North Carolina Univ. at Chapel Hill.

PB82-126590/XCB PC **A09**/MF **A01**

DL-91-36-77-22
Job Investment, Actual and Expected Labor Supply, and the Earnings of Young Women. Doctoral thesis,
Columbia Univ., New York.
N. A. Garvey. 6 Nov 80, 292p DLMA-91-36-77-22-1

Using human capital theory, this thesis investigates the relationship beteen patterns of work experience, actual and planned, and the wages of young women. The results support the hypothesis that more attached workers invest more in general training and consequently earn more than less attached workers. The initial earnings capacity of more attached women is also found to be greater; consequently, their wage profiles are not only steeper but also consistently above the wage profiles of less attached women. In addition, the labor force withdrawal associated with the birth of the first child is found to significantly decrease earnings; the size of this depreciation effect diminishes after women return to work and are able to restore their previous skills and make additional investments. Young men were found to invest more than young women in both general and specific training, but the relative magnitude of their investments is most similar to that of young women with stronger lifetime labor force attachment. Finally, very little of the wage gap between young women and men is explained by differences in work experience or investments. The National Longitudinal Surveys of Work Experience of Young Women and Men were used.

Keywords: **Females, Earnings,** Salaries, Education, Specialized training, Employment, Economic analysis, Theses.

PB81-137366/XCB PC **A13**/MF **A01**

DL-91-36-77-41
Common Law Crime Severity After Release from Prison. Final rept.,
City Univ. of New York.
L. E. Genevie. Jun 78, 217p DL-91-36-77-41-1

This study examines the experience of 432 men released from Maryland State correctional facilities between 1971 and 1973, in an attempt to determine the social and economic forces underlying criminal behavior after release from prison. The data used in this study were obtained from individual prison records and through personal interviews conducted prior to the participant's release from prison and each month during the 12-month follow-up period. Official court records serve as the source of re-arrest information.

Keywords: **Ex-offenders, Rehabilitation,** Behavior, Recidivism, Crimes, Correctional institutions, Employment, Predictions, Maryland.

PB-284 454/6/XCB PC **A10**/MF **A01**

DL-91-36-77-43
Searching With A Job in Hand or The Behavior of the Temporarily Laid-Off Worker with a Reference to Unemployment Compensation. Final rept. Jun 77-Dec 79,
Cornell Univ., Ithaca, NY.
B. A. White. Nov 79, 135p DLETA-91-36-77-43-1

The report analyzes the search behavior of a worker on temporary lay-off. It shows that there are only three search strategies that possibly can be optimal for the worker to pursue. These are: to never search throughout the lay-off, to search in every period of the lay-off, and to search in the first portion of the lay-off but not search in the latter. The report demonstrates that increases in unemployment insurance benefits and costs of search, and decreases in the risk of the distribution of wages can reduce the search efforts of the worker and definitely increase the minimum wage-offer he will accept.

Keywords: **Unemployment, Behavior,** Employment, Searching, Insurance, Strategy, Industrial relations, Salaries, Theses, Unemployment compensation.

PB80-113095/XCB PC **A07**/MF **A01**

DL-91-36-77-45
Identifying Optimal Groups for Making Judgmental Decisions. Final rept. 1 Sep 77-31 Aug 78,
New York Univ., N.Y. Graduate School of Business Administration.
S. A. Stumpf, and D. E. Zand. Aug 78, 73p WP-78-76, DL-91-36-77-45-1

Groups are often used to recommend or make judgmental decisions (JDM) to resolve complex ill-structured problems such as those in manpower programs and labor relations. Who is in the group and how it functions can enhance or diminish the effectiveness of the group's decision; yet, there is little systematic guidance available about designing such groups. To develop guidelines for designing a JDM group the authors studied the effectiveness of JDM group decisions in relation to the characteristics of group members, how the group functioned, and attributes of the decision situation. They developed a comprehensive model integrating previous research and experimentally investigated it using cases typifying issues in manpower programs and labor relations. It was found that, depending upon the situation, some types of groups were significantly less effective than others. The model identified these groups and successfully predicted the outcomes. The results strongly affirm the importance of decisions specifying who is in a JDM group and how it functions.

Keywords: **Decision making, Group dynamics,** Manpower utilization, Leadership, Government policies, Models, Reference groups, Problem solving.

PB-285 866/0/XCB PC **A04**/MF **A01**

DL-91-36-77-49
Participation of Disadvantaged Groups in Employment and Training Programs (CETA) in New York and Pennsylvania. Final rept.,
Cornell Univ., Ithaca, NY. Dept. of Sociology.
S. L. Harlan. Feb 79, 260p DLMA-91-36-77-49-1

Data on CETA participant characteristics and characteristics of the unemployed labor force in NY and PA counties are used to calculate the participation rates of women, minorities, the poor, and adults with low education in CETA Title I training and work experience and Title VI public service employment. The impact of national manpower policy decisions and the effects of community social characteristics and local CETA administrative procedures on participation rates are examined. The major results are: (1) the participation rates of all disadvantaged groups are higher in Title I than in public employment; (2) community affluence has a large positive effect on the participation of disadvantaged groups; (3) women receive proportionately fewer public jobs where the local unemployment rate has recently risen; (4) political competition is associated with higher minority CETA participation; and (5) the effect of community affluence is mediated by local CETA Director's manpower experience, methods of client recruitment, and types of organizations used to deliver manpower services. Policy changes to increase the CETA participation of disadvantaged groups are suggested.

Keywords: **Disadvantaged groups, Employment, New York, Pennsylvania, Comprehensive Employment and Training Act, Participation,** National government, Education, Experience, Females, Minority groups, Manpower utilization, Unemployment, Personnel selection, Statistical analysis, Federal assistance programs, Characteristics, Theses, Employment programs, Manpower development, Administrative policy, Public service occupations.

PB-293 247/3/XCB PC **A12**/MF **A01**

DL-91-36-77-50
Impact of Family Background, Educational Credentials, And Academic Ability on Attaining High Income: An Analysis of Three Post-War Cohorts,
Columbia Univ., New York. Center for the Social Sciences.
P. W. Kingston. Apr 80, 358p DLETA-91-36-77-50-1

To a considerable extent, the subject matter of this research--the rich--almost inherently seems to mute the policy relevance of the findings. Yet, patterns of access to the top slots are symbolically critical, and general societal issues related to how occupational positions should be distributed are being most pointedly contested at the elite level. In this context, then, the finding that where one goes to school does count, as well as the widespread belief in this fact, means that policy makers should give particular attention to patterns of access to the elite colleges and professional schools. Many have already found that a college degree does not create good life chances; it has become the necessary entry ticket to jobs with quite modest career prospects. In assessing educational equity, therefore, all colleges--and for that matter, business and law schools--should not be considered alike. By not distinguishing among prestige levels of schools, many commentators have overstated the egalitarian character of American higher education. Only in recent years, as the educationally privileged remain largely economically privileged, have these admissions criteria been fundamentally challenged. Minority groups have been at the forefront of this challenge with their demands for affirmative action. For the immediate future, proponents of 'affirmative action' for minorities seem quite right in contending that conventional meritocratic principles work to hold them back from elite schools and, concomitantly, elite occupational positions. What remains largely submerged in the public debate, however, is that these same considerations work to hinder the mobility of economically unfavored whites as well.

Keywords: **Socioeconomic status, Mobility,** Universities, Characteristics, Education, Schools, Recruiting, Income, Professional personnel, Surveys, Families.

PB80-177629/XCB PC **A16**/MF **A01**

DL-91-36-77-51
Unemployment Over the Life Cycle: Probability Models of Turnover. Final rept. Sep 77-Sep 78,
Columbia Univ., New York.
T. A. DiPrete. Oct 78, 215p

The study concerns the unemployment experience of heads of households for five thousand families in the Panel Study of Income Dynamics. A method of analysis originally developed to analyze life tables is used to examine turnover events over the life cycle of workers. The analysis demonstrates the importance of taking into account the individual differences in past work experience for any explanation of the likelihood of future turnover events. Racial differences in experience with turnover faded when allowance was made for previous work experience, suggesting that the disadvantage which non-whites experience in the labor market comes primarily at the beginning of their careers.

Keywords: **Unemployment, Males, Females, Labor turnover, Heads of households,** Service life, Time, Households, Employment, Experience, Probability theory, Actuarial mathematics, Economics, Work life expectancy, Work experience, Labor force participation, Labor economics.

PB-287 953/4/XCB PC **A10**/MF **A01**

DL-91-36-77-52
Importance of Child Care for Mothers' Employment and Fertility. Final rept.,
Columbia Univ., New York. Center for the Social Sciences.
L. P. Floge. 1980, 244p DLETA-91-36-77-52

The increase in the employment of mothers with preschool children has created a rise in the demand for child care facilities. Whether greater access to child care increases or decreases the fertility of employed women is much debated. The objectives of this study are to clarify the role which substitute child care plays in the employment-fertility relationship, and to determine whether the findings provide support for either the role-incompatibility or the alternative gratification hypothesis. The data come from a longitudinal study of a representative sample of N.Y. City mothers of preschool children.

Keywords: **Children, Employment, Females,** Day care centers, Fertility, New York, Surveys, Theses, Education, New York City(New York).

PB83-107359/XCB PC **A11**/MF **A01**

DL-91-36-78-18
Rationalization and Satisfaction in Clerical Work: A Case Study of Wall Street Legal Secretaries. Final rept.,
Columbia Univ., New York. Center for the Social Sciences.
M. C. Murphree. 31 Mar 81, 303p DLETA-91-36-78-18-1

The research explores the trend toward the rationalized office and its effects on a historically prestigious and skilled group of women workers--Wall Street legal secretaries. The research is based on historical materials, and participant-observation and survey data gathered in a large Wall Street firm (Firm X). Part One provides theoretical and historical background information including a review of the literature on secretaries and a brief history of the Wall Street legal secretary. Part Two focuses specifically on Firm X. It describes how a system of bureaucratized authority relegates secretaries to a low opportunity, socially inferior 'non-legal' caste, subject to the control of a centralized, impersonal and authoritarian personnel department. It also analyzes how the trend toward specialization, such as paralegal and work processing personnel, has resulted in secretarial de-skilling and underutilization. The study examines a number of variables and their relationship to work satisfaction, the most significant of which are age, prior work experience, type of education, level of boss-rapport, the caste-like atmosphere, and certain aspects of the rationalized task structure.

Keywords: **Skilled workers, Job satisfaction,** Computer personnel, Automation, Employment, Females, Motivation, Personnel management, Supervision, Career development, Paraprofessional personnel, Secretaries.

PB81-185548/XCB PC **A14**/MF **A01**

DL-91-36-78-21
Unemployment Duration and the Quality of Reemployment After Layoff as a Function of Individual Differences in Labor Market Behavior. Final rept. Apr 78-May 80,
Columbia Univ., New York. Graduate School of Business.
M. L. Braswell. May 80, 196p DL-91-36-78-21-1

The principal research objective of this study was to identify those individual characteristics, incentive factors and behavioral differences which determine the length of unemployment after job loss. A path analytic model was developed to explain the duration of unemployment of 185 professional and technical employees laid off by the municipal and State governments. The duration of unemployment was modeled as a function of six interdependent variable groups: (1) individual characteristics and qualifications, (2) job aspirations - the specific job the worker most wanted to find, (3) financial incentives - the financial deprivation due to lost wages and the resulting incentive to seek and accept a job; (4) job serarch behavior - the degree of activity and breadth in searching for jobs, (5) job offers; and (6) decline in the asking wage - the difference in the wage accepted relative to the wage previously earned.

Keywords: **Unemployment, Behavior, Government employees,** Models, Employment, Local government, State government, Incentives, Searching.

Doctoral thesis.

PB80-200900/XCB PC **A09**/MF **A01**

DL-91-36-78-28
Estimating Unemployment Duration and Unemployment Flows from Cross-Section Data. Final rept.,
Cornell Univ., Ithaca, NY.
J. P. Luckett. Aug 80, 185p DELTA-91-36-78-28-1

The report deals with the problem of estimating unemployment duration and flows from cross-section data. Its primary focus was the description and modeling of the process which generates cross-section unemployment data.

Keywords: **Unemployment, Economic models,** Statistical analysis, Employment, Surveys, Theses, Labor market.

PB81-132102/XCB PC **A09**/MF **A01**

DL-91-36-78-34
Effects of the Guaranteed Annual Income on the Occupational Careers of Longshoremen: A Pilot Study. Final rept.,
City Univ. of New York. Research Foundation.
W. DiFazio. 6 Jun 81, 202p DLMA-91-36-78-34-1

The study describes changes that occur in the daily life of workers when they are separated from the workplace. The study explores how Brooklyn longshoremen on the Guaranteed Annual Income (GAI) maintain working class community. The GAI enables longshoremen with high seniority who have been displaced from full-time work because of automation who work rarely and yet receive a full annual salary. These senior longshoremen receive income without the obligation to work. This study demonstrates that longshoremen and workers in general can be better understood in terms of the dialectic of resistance and accommodation or in the same vein of informal versus formal resistance. For these senior longshoremen the GAI in place of work does not lead to apathy or degradation as social scientists expect but to the transformation of everyday community from workplace to its fringe in the hiring hall or beyond the workplace to the neighborhood.

Keywords: **Labor relations, Income,** Labor unions, Cargo, Skilled workers, Manpower, Personnel, Salaries.

PB82-156936/XCB PC **A10**/MF **A01**

DL-91-36-78-37
Layoffs and Labor Supply. Final rept. Jun 78-Oct 79,
New York State School of Industrial and Labor Relations, Ithaca.
R. M. Hutchens. Oct 79, 52p DLETA-91-36-78-37-1

The report examines the extent to which people exercise choice over layoff probabilities. The analysis is performed by first developing a theory which predicts how people would behave if they were able to choose both hours and layoff probabilities, and second ascertaining whether people in fact behave in a manner consistent with the theory. The theoretical analysis assumes a worker can obtain a higher hourly wage by accepting a higher layoff probability, and sets his desired hours of work and layoff probability in order to maximize utility. A comparative static analysis indicates how hours and layoff probabilities will be affected by changes in unemployment insurance benefits, wages, the reward (compensating differential) for accepting a higher layoff probability, and the value of nonmarket time.

Keywords: **Decision making, Employment, Layoffs, Labor supply,** Probability theory, Salaries, Social welfare, Supply(Economics), Compensation, Unemployment, Payment, Children, Working hours, Unemployment insurance, Wages, Labor force participation, Leisure activities.

PB80-102676/XCB PC **A04**/MF **A01**

DL-91-36-79-02
Craft Production: Work and Alienation in the Construction Industry. Final rept.,
Columbia Univ., New York. Dept. of Sociology.
M. L. Silver. May 81, 599p DLETA-91-36-79-02-1

The study focuses on the nature of the labor process in the building and construction industry with regard to its organizational structure and the consequences of work and employment for building craftspeople. The research is based on a survey of 250 craftspeople from ten trade unions. The first part of the report is a theoretical discussion of previous research on these issues. The second focuses on the present study of the ten local unions. It describes the organization of work at the point of production and its consequences for the satisfaction and alienation of workers, as well as the importance of managerial position and union-contractor labor relations practices. Findings indicate that autonomy and self-direction in work are not uniform across building trades and are determinants of work alienation. Labor relations tend to reflect contractors' power over local unions, and that craftspeople deal with this by attempting to obtain management positions with contractors.

Keywords: **Craftsmen, Construction industry,** Employment, Job satisfaction, Labor relations, Skilled workers, Supervisors, Unemployment, Labor unions, Surveys.

PB82-146259/XCB PC **A25**/MF **A01**

DL-91-36-79-10
Labor-Management Productivity Programs: Their Operation and Effect on Employment and Productivity. Final rept.,
Syracuse Univ., NY. School of Management.
M. H. Schuster. 15 Feb 80, 314p DLETA-91-36-79-10-1

This field study investigated cooperative union-management productivity programs (Scanlon and Rucker Plans and Plant-wide committees) in ten engine parts and steel fabrication plants. Using a stratified single-intervention interrupted time-series design for a two year period before and two year period after the introduction of the cooperative program, it was found that productivity had increased in four of six plants and employment had stabilized in five of six plants. An intensive case analysis was used to identify factors, and develop a model of productivity program effectiveness. Employee commitment was hypothesized to be the key causal variable influencing effectiveness. This was said to be influenced by a structure for employee participation, the method, frequency, and amount of compensation forthcoming from the program, and employment security. Moderating variables were hypothesized to be technology, an effective acceptance strategy, perceived political security by the union leadership, and organizational values.

Keywords: **Labor relations, Industrial relations, Productivity,** Cooperation, Industrial plants, Bargaining, Employment, Incentives, Labor unions, Manufacturing, Decision making.

PB80-159668/XCB PC **A14**/MF **A01**

DL-91-36-79-19
Public Policies at Loggerheads: The Effect of Equal Employment Opportunity Legislation on Unions. Final rept.,
Cornell Univ., Ithaca, NY.
E. C. Wesman. 1981, 170p DLETA-91-36-79-19-1

This is the report of a study to examine organizational policy implications of equal employment opportunity legislation, court cases, consent decrees, and affirmative action mandates for unions. The Brotherhood of Railway, Airline and Steamship Clerks serves as a case study.

Keywords: **Labor unions, Minority groups,** Industrial relations, Attitude surveys, Negroes, Government policies, National government, Discrimination, Theses.

Doctoral thesis.

PB82-129123/XCB PC **A08**/MF **A01**

DL-91-36-79-28
Occupational Matrix: An Exploratory Analysis of the Situs-Prestige and Industry-Prestige Distributions of Four White Ethnic Groups,
Columbia Univ., New York. Center for the Social Sciences.
W. Worth. 31 Aug 80, 567p* DELTA-91-36-79-28-1

The major problem investigated by the study is the relationship of white ethnicity to type of work (situs) and industry of employment. It is claimed that ethnic affiliation is an important basis for situs and industry allocation, segmentation, and desirability. In this study historical opportunities in the labor market, ethnic culture, discrimination, and the ability of ethnic primary group networks to obtain and dispense job and mobility information are discussed. The sample was drawn from the 1976 Census Bureau Survey of Income and Education and contains approximately 2,700 Irish, 2,200 Italians, 300 Poles (excluding Polish Jews), 300 Jews, and 20,500 non-ethnics. The major part of the data analysis is based on fitting hierarchial log-linear models to multidimensional contingency tables which include the variables situs (or industry), prestige, ethnicity, age, and region. The results indicate that each matrix is best described by a model containing all of the above variables and their higher-order interactions. The results suggest causal relationships and further research is recommended.

Keywords: **Ethnic groups, Employment, Occupational surveys, White Americans,** Position(Location), Occupational mobility, Manpower, Industries, Discrimination, Culture(Social sciences), Age, Socioeconomic status, Matrices(Mathematics), Labor force participation, Labor market, American people, Occupations, Career ladders.

PB80-223027/XCB PC **A24**/MF **A01**

DL-91-36-79-37
Microeconomic Analysis of the Effects of Fringe Benefits on Voluntary Labor Mobility. Final rept. 1 Oct 79-31 Jan 81,
New York State School of Industrial and Labor Relations, Ithaca.
O. S. Mitchell. 31 Jan 81, 85p DLETA-91-36-79-37-1

The study analyzes the effects of fringe benefits on voluntary labor mobility in the United States. The report contains three sections. The first section is theoretical, and analyzes job change responses to fringe benefit structures with special attention to contributory requirements. The second section is empirical, and evaluates the mobility response to several different fringe benefits available through private sector employers. The third section attempts to measure the income loss attributable to non-portable fringe benefits, sustained by workers when they change jobs. The data base is the 1973-77 Quality of Employment Panel Survey developed by the Michigan Institute for Social Research. The results, if confirmed in other data sets, could be used to evaluate the impact of proposed national health insurance and private pension programs on worker mobility patterns.

Keywords: **Occupational mobility, Fringe benefits,** Mobility, Migration, Manpower, Employment, Income, Salaries, Economic analysis, Pensions, Benefit plans.

PB81-156416/XCB PC **A05**/MF **A01**

DL-91-36-79-38
Role Disagreement in Managerial Pairs. Final rept. 1980-81,
New York Univ., NY.
V. Berger-Gross. 1 Jun 81, 230p DLETA-91-36-79-38-1

Role conflict between first- and second-line managers is measured by comparing role expectations held by each for the subordinate (first-line) manager and the subordinate manager's perceptions of his/her superior's view. Possible causes and outcomes of Objective and Subjective Conflict, or Disagreement, are examined within a correlational framework using multiple regression techniques. Results indicate that apparent outcome relationships are primarily due to the individual effects of each manager's role expectation views, not the discrepancies between these views.

Keywords: **Roles(Behavior), Managers,** Management, Peer groups, Personnel management, Role playing, Attitudes, Expectation, Social perception, Social psychology, Stress(Psychology), Conflict, Job analysis, Job satisfaction, Objectives, Subjectivity.

PB81-231631/XCB PC **A11**/MF **A01**

DL-91-36-79-40
Wages, Nonwage Job Characteristics and Labor Mobility. Final rept.,
Trustees of Columbia Univ. in the City of New York.
A. P. Bartel. 30 Jun 81, 41p DLETA-91-36-79-40-1

The study examined the impact of a set of nonwage job characteristics on the quit decisions of young and middle-aged men. The empirical analysis showed that some of the nonwage job attributes had significant impacts on worker quit behavior and there were differences in the effects of the nonwage characteristics across age groups. For the young men, job repetitiveness significantly increased quits while bad working conditions had a very small effect. For the older men, job repetitiveness actually reduced quits while bad working conditions significantly increased quits. Both the young and older quitters experienced an increase in job satisfaction relative to stayers, but for different reasons.

Keywords: **Employment, Mobility,** Salaries, Earnings, Job analysis, Youths, Fringe benefits, Job satisfaction, Age.

PB81-233330/XCB PC **A03**/MF **A01**

DL-91-36-79-47
Workers' Self-Management in the United States: Theory and Practice. Doctoral thesis,
Cornell Univ., Ithaca, NY. Program on Participation and Labor-Managed Systems.
C. E. Gunn. May 80, 279p DLETA-91-36-79-47-1

The study explores the hypothesis that worker-owned and controlled firms and workers' cooperatives can be created within the institutional legal and financial market constraints existing in the United States today, but that their chances for long term survival and growth are strongly dependent on the financial and decision making structures they adopt. Recent theoretical and empirical studies in economics, political economy, sociology, organizational theory and political science are used to form an analytical framework that is employed in investigating current case studies. Policy recommendations that would enable this form of productive organization to be a more viable source of employment are included. Linkages are drawn to efforts to expand forms of participatory democracy in the United States.

Keywords: **Management, Participative management, Employee owned enterprises,** Industrial relations, Group dynamics, Financial management, Decision making, Economic analysis, Organization theory, Political science, Cooperatives, Employee participation.

PB80-185473/XCB PC **A13**/MF **A01**

DL-91-37-75-22
Empirical Tests of Job Search Hypotheses: The Generation and Acceptance of Job Offers. Final rept.,
North Carolina State Univ. at Raleigh. Dept. of Economics and Business.
J. T. Warner. 1 Oct 76, 183p DLMA-91-37-75-22-1

This paper develops a unified theoretical model of the expected length of unemployment spells and conducts empirical tests of some of the propositions implied by the model. Three alternative approaches to the determination of the length of unemployment spells found in the economics literature are identified. The literature and empirical findings relevant to each approach are surveyed. A single unified model incorporating the salient features of each of these approaches is developed. Then some empirical tests of the propositions implied by the model are conducted using 1970 Census data.

Keywords: **Employment, Searching,** Mathematical models, Unemployment, Placement, Personnel selection, Decision making, Qualifications, Characteristics, Salaries, Theses, Search theory, Labor market.

PB-274 332/6/XCB PC **A09**/MF **A01**

DL-91-37-76-25
Early Career Contingencies in the Process of Status Attainment. Final rept. 1 Apr 76-31 Mar 77,
Duke Univ., Durham, N.C. Dept. of Sociology.
A. C. Kerckhoff, and A. A. Parrow. 11 Apr 77, 56p
DLMA-91-37-76-25-1

The young men sample of the National Longitudinal Surveys (the Parnes data) were used to investigate the effects of marriage and parenthood on educational and occupational attainment. The subjects were 14 through 24 years of age in 1966 and were followed through 1970. Multiple regression analyses were conducted for separate sub-samples which were homogeneous with respect to age, race, marital status and school enrollment status in 1966.

Keywords: **Males, Career development,** Education, Employment, Socioeconomic status, Marriage, Children, Mobility, Schools, Objectives, National Longitudinal Surveys.

PB-274 268/2/XCB PC **A04**/MF **A01**

DL-91-37-76-35
Investigation of Collective Bargaining in Secondary Labor Markets in the South,
North Carolina Agricultural and Technical State Univ., Greensboro. Center for Manpower Research and Training.
M. B. Better. Jun 78, 65p

Union activities among unskilled retail, wholesale, service, and state and local government workers in eleven Southern states were studied with emphases on (1) the recruiting activities and resultant union membership gains for the period 1962 to 1975; (2) the positive and negative factors influencing the level and outcome of union organization; and (3) the extent to which the collective bargaining process was used to restructure the terms and conditions of secondary labor market employments. Interviews with union officials and staff constituted the primary data source employed. In addition, union files containing correspondence, labor agreements and other documents were examined, and NLRB election histories and other statistical data were analyzed.

Keywords: **Bargaining, Labor unions,** Employment, Unskilled workers, Negroes, Females, Government employees, State government, Local government, Surveys, Industries, Southern region(United States).

PB-285 876/9/XCB PC **A04**/MF **A01**

DL-91-37-77-17
Sex Differences in Early Contingencies in Attainment. Final rept. 1 Jun-31 Aug 77,
Duke Univ., Durham, NC. Dept. of Sociology.
A. C. Kerckhoff, and A. A. Parrow. 13 Oct 78, 89p
DLMA-91-37-77-17-1

The young women's sample of the National Longitudinal Surveys was used to study the effects of marriage and parenthood on educational and occupational attainment. Findings were compared with those from an earlier analysis of the young men's NLS sample ('Early Contingencies in the Process of Status Attainment,' DLMA 91-37-76-25-1). The present subjects were 14 through 24 years of age in 1968 and were followed through 1975. Multiple regression analyses were conducted for sub-samples which were homogeneous with respect to age, race, marital status and school enrollment status in 1968. Significant depressing effects on both educational and occupational attainments are associated with both early marriage and early parenthood. Ages at marriage and parenthood were highly correlated among the white women, and the separate of each were difficult to specify. But for blacks both early marriage and early parenthood produce independent depressing effects. Females suffer greater educational losses than males due to marriage, males show no loss due to parenthood, and females, but not males, suffer occupational attainment losses due to early marriage and early parenthood.

Keywords: **Females, Employment, Career development, Marriage,** Children, Education, Minority groups, Age, Universities, Males, Surveys, Socioeconomic status, Labor market, National longitudinal surveys, Parents.

PB-289 279/2/XCB PC **A05**/MF **A01**

DL-91-37-78-13
Race and Economics: A Human Capital Inquiry. Dissertation rept. Dec 77-Aug 78,
North Carolina Univ. at Chapel Hill. Dept. of Economics.
A. Padilla. Aug 78, 105p

Changes in aggregate unemployment levels are shown to be significant and important determinants of relative (black-white) earnings. This is demonstrated using both aggregate and micro data. Using relatively new statistical techniques for analysis of pooled time-series/cross-section data, it is shown that the earnings of young blacks are affected adversely by increases in the unemployment rates in their areas of residence.

Keywords: **Minority groups, Earnings,** Unemployment, Statistical analysis, Models, Education, Government policies, Employment, Discrimination, Theses.

PB-285 069/1/XCB PC **A06**/MF **A01**

DL-91-37-78-19
Dimensions of American Occupational Statuses in Transition: 1962-1973. Final rept. 1 Mar 78-Feb 79,
Duke Univ., Durham, NC. Dept. of Sociology.
R. J. Caston. Jul 78, 221p DLMA-91-37-78-19-1

The four stratifying dimensions of occupational power, prestige, wealth and information (skills and knowledge) are examined in nationally representative samples of the United States at two time periods: 1962 and 1973. The average status level is found to increase over time in all four dimensions. Inequality, however, is found to diminish over time only for the dimension of information. In both years, occupational power is found to be distributed far more unequally than are the other occupational statuses. The 'rigidity' with which the status distributions formed a single, global, occupational status was very high, but declined somewhat between the survey years. Occupational earnings was the least adequate of the indicators for the global status dimension in either year. In overall size and consistency of correlation with the global status dimension, occupational information was the best indicator over the eleven year period. Occupational power was the second best indicator in this regard.

Keywords: **Occupational mobility, Socioeconomic status,** Employment, Experience, Abilities, Education, Earnings, Sociology, Social change, Demographic surveys, Males, Theses, Occupations, Affluence factors, Wages, Employment trends, Political power.

PB-295 400/6/XCB PC **A10**/MF **A01**

DL-91-37-78-45
Estimation of Complete Equilibrium Systems Explaining Aggregate Unemployment, Employment and the Real Wage. Final rept.,
Duke Univ., Durham, NC. Dept. of Economics.
G. E. Tauchen. Aug 80, 116p DLETA-91-37-78-48-1

The primary objective of the project is to estimate the parameters of the equilibrium job-search model developed by R.E. Lucas, Jr., and E. Prescott. The theoretical sections extend the model and put it into a form suitable for estimation. The empirical sections estimate both unconstrained and constrained vector autoregressions for U.S. aggregate data. The unconstrained models are estimated by least squares; the constrained models are estimated by nonlinear maximum likelihood. The results are mixed. The magnitudes and signs of the key parameters are consistent with the theory. Nonetheless, the general likelihood ratio test repeatedly rejects the model's nonlinear cross equation restrictions.

Keywords: **Employment, Unemployment, Salaries, Wages,** Manpower, Occupational mobility, Economic models, Statistical analysis, Searching, Labor turnover, Labor market, Labor force participation.

PB80-217771/XCB PC **A06**/MF **A01**

DL-91-37-79-08
Labor Sectors and the Status Attainment Process: Race and Sex Comparisons. Final rept.,
Duke Univ., Durham, NC.
A. A. Parrow. 21 Aug 81, 193p DLMA-91-37-79-08-1

The present research represents an attempt to test various hypotheses from the theory of dual labor markets about why race and sex differentials in earnings and occupational attainments continue to exist. Using eight year panel data from the National Longitudinal Surveys of Labor Market Experience, simultaneous equation models and dynamic models of mobility are used to compare the early career processes of black and white men and women. In general, the empirical evidence does not support the notion of a strict bimodal division of the economy into primary and secondary labor sectors. Mobility exists between the sectors and the earnings structure shows only minimal evidence of bipolarization.

Keywords: **Employment, Females,** Males, Earnings, Salaries, Industrial training, Minority groups, Discrimination, Statistical analysis, Unemployment.

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PB82-104241/XCB PC **A09**/MF **A01**

DL-91-37-79-26
Fertility and Female Occupational Choice,
North Carolina Univ. at Chapel Hill.
T. A. Doescher. 1979, 197p

The study hypothesizes that a working woman selects her occupation, defined as a vector of characteristics, in accordance with her life cycle fertility and labor force participation. It focuses on two characteristics in particular: the occupational atrophy rate (the depreciation in human capital resulting from intermittent labor force participation) and the flexibility of hours within an occupation. Through the use of a multiperiod utility maximization model and comparative statics analysis, the project investigates the qualitative effect of an exogenous change in family size on the woman's choice of her occupational characteristics. In general, the empirical analysis, which uses data from the National Longitudinal Survey of Mature Women, supports the theoretical hypothesis; as family size increases, women tend to select occupations with lower atrophy rates and more flexible hours.

Keywords: **Females, Employment, Decision making,** Children, Job analysis, Fertility, Attitudes, Motivation, Labor force participation.

PB81-113037/XCB PC **A09**/MF **A01**

DL-91-39-76-61
Comparison of Wholistic and Decomposed Judgment Strategies in Job Analyses by Job Incumbents. Final rept. 1 Sep 76-30 Sep 77,
Ohio State Univ. Research Foundation, Columbus.
E. T. Cornelius. Apr 78, 94p DLETA-91-39-76-61-1

This study investigated the ability of job incumbents to evaluate abstract characteristics of their own jobs. A major question concerned the use by incumbents of three different strategies for combining information about their jobs in order to make overall evaluations. One hundred fifteen job incumbents across several organizations evaluated their jobs using 13 job analysis scales on two occasions. The results indicated that the reliability and validity of pooled incumbent ratings were fairly good. Incumbents tended to inflate the evaluations of their jobs using certain job analysis scales. Education level of the incumbent was directly related to success on the rating task, whereas length of job experience was found to be unrelated. The results also indicated that a 'decomposed' judgment strategy using a mechanical algorithm to determine the overall evaluations resulted in improved data from incumbents as measured by inter-rater agreement coefficients. Simple overall clinical or wholistic judgments proved as effective as the fully 'decomposed' judgments when assessing intra-rater reliability across time and when comparing incumbent ratings to job analyst and job supervisor ratings.

Keywords: **Job analysis,** Personnel, Attitudes, Workplace layout, Quality of life, Education, Judgment, Supervisors, Quality of worklife.

PB-284 469/4/XCB PC **A05**/MF **A01**

DL-91-39-79-18
Comparison of Global versus Focused Biographical Prediction Instruments. Final rept. 1 Jul 79-28 Feb 82,
Ohio State Univ. Research Foundation, Columbus.
E. T. Cornelius, and D. M. VandeVoort. Aug 83, 147p

The purpose of the study was to compare a traditional global instrument (hereafter BIB, for Biographical Information Blank) and a more focused biographical instrument (hereafter TRAEX, for Training and Experience) in a public sector setting. The major research questions are listed below: (1) Applicant Reaction - Do job applicants respond more favorably to focused biographical items (TRAEX) than global-type items (BIB); (2) Adverse Impact - Is there less adverse impact for TRAEX biographical items than BIB items; (3) Response Consistency - Are applicants more consistent in their responses to repeated pairs of TRAEX items than to repeated BIB items; (4) Predictive Validity - Are TRAEX biographical items as valid as empirically developed BIB items (using validities in a cross-validation sample); (5) Differential Validity - Are focused biographical items (TRAEX) differentially valid for Blacks and Whites. How does this compare to the differential validity of global (BIB) items.

Keywords: **Prediction, Vocational interests, Biographical inventories, Applicants,** Comparison.

PB85-227064/XCB PC **A07**/MF **A01**

DL-91-41-75-16
Local Government and Manpower Programs for the Disadvantaged: An Evaluation of the Impact of the Portland Concentrated Employment Program. Final rept.,
Portland State Univ., Oreg. School of Urban Affairs.
L. F. Copperman. 1 Dec 76, 245p DLMA-91-41-75-16-1

The report is a retrospective study of the impact of the Portland Concentrated Employment Program (PCEP) on the post-training incomes of 1985 PCEP participants and a control group of 1159 individuals applying to or enrolled in the PCEP between 1968 and 1972. Mean earnings information by groups for 1973 was purchased from the U.S. Social Security Administration.

Keywords: **Disadvantaged groups, Program effectiveness,** Evaluation, Specialized training, Income, Males, Females, Minority groups, Employment, Unemployment, Local government, Oregon, Thesis, Portland(Oregon), Comprehensive Employment and Training Act of 1973.

Doctoral thesis.

PB-273 786/4/XCB PC **A11**/MF **A01**

DL-91-41-77-40
Relationship Between Worker Ownership and Control of Organizations and Work Attitudes and Behaviors. Final rept.,
Oregon Univ., Eugene. Dept. of Management.
S. R. Rhodes. Sep 78, 183p

Based on a sample of worker-owners in a cooperative and employees in a conventional firm, this study empirically tests a theoretical model explaining the effects of worker ownership and control of organizations on work attitudes and behaviors. The data partially support the model. Results show that participation in decision-making, perceptions of performance-reward contingencies, and perceptions of pay equity are significantly greater in the cooperative than in the conventional organization. Additionally, participation in decision-making and group norms regarding work behavior are predictors of commitment in both samples.

Keywords: **Industrial management, Personnel, Cooperatives,** Attitudes, Absenteeism, Motivation, Unemployment, Decision making.

PB-285 878/5/XCB PC **A09**/MF **A01**

DL-91-42-73-21
Company Youth Keep: Empirical Analysis of Job Finding Among Young Men 14-24. Final rept.,
Bryn Mawr Coll., PA. Graduate School of Social Work and Social Research.
D. N. Saunders. Jun 74, 475p DLMA-91-42-73-21

The study attempted to gain insight into the personal, social, and economic correlates of job finding methods used by employed males with fifteen or fewer years of education. It utilized a special longitudinal survey of the work experience of young men from 1966 through 1969. The dependent variable was the channel used to find the job held at the time of each annual survey. Independent variables were grouped into those concerned with background and situational characteristics, and those associated with the type and quality of jobs found. The major thrust of the analysis was directed toward identifying the characteristics of respondents who utilized various finding methods, and the types of jobs located through each technique. The ways young men located jobs appeared closely tied to characteristics that influence the entry process.

Keywords: **Employment, Youths,** Unemployment, Minority groups, Negroes, Females, Socioeconomic status, Characteristics, Theses, Labor market.

PB-287 500/3/XCB PC **A20**/MF **A01**

DL-91-42-73-33
Work Attachment and Home Role Among a Cohort of American Women. Final rept.,
Pennsylvania Univ., Philadelphia.
J. A. Ericksen. 1976, 319p DLMA-91-42-73-33-1

This is the report of a study of the inter-relationships between home role and work role of a cohort of women.

Keywords: **Employment, Households, Females,** Roles(Behavior), Family relations, Income, Manpower utilization, Career development, Education, Children, Minority groups, Theses, Occupational status, Labor force.

PB-274 343/3/XCB PC **A14**/MF **A01**

DL-91-42-74-34
Nursing Salaries: Demographic and Job Related Determinants. Final rept.,
Carnegie-Mellon Univ., Pittsburgh, PA. Graduate School of Industrial Administration. Urban Inst., Washington, D.C.
N. M. Gordon, and T. E. Morton. 16 Jul 76, 24p DLETA-91-42-74-34-1

The study estimates the salary structure for individual nurses at a large urban hospital over a five year period, using regression analysis. The following conclusions emerge. Blacks earn less than whites, married nurses less than single nurses, and salaries peak with age. There are large differences by job classification. Experience and additional education are positively related to salary, while job performance variables show little relationship to salary. Further study on the latter result is indicated.

Keywords: **Salaries, Nurses,** Earnings, Ethnic groups, Negroes, Education, Females, Licensed practical nurses, Registered nurses, Supervisors, Age, Performance evaluation, Surveys, Demography.

Prepared in cooperation with Urban Inst., Washington, D.C.

PB-273 829/2/XCB PC **A02**/MF **A01**

DL-91-42-76-50
Time Series Analysis of Secondary Labor Force Participation. Final rept.,
Pennsylvania State Univ. University Park. Dept. of Economics.
J. E. Duggan. 21 Oct 77, 206p DLETA-91-42-76-50

Models are developed in which the labor force participation rate of secondary workers, observed over time in the U. S., is a function of wage rates, prices, interest rates, and unemployment rates. Initially, a modification of the neoclassical labor supply model is introduced by allowing economic agents to optimize their techniques of forecasting to generate predictions of wages and prices. The resultant formulation is interpreted as a forecast wage (and price) hypothesis and is confirmed empirically for wages in manufacturing, services, and trade. The Box-Jenkins methodology is a key element in this analysis. Next, a transfer function model is developed relating labor force participation to unemployment. The wage-price and unemployment models are then combined to incorporate the effects of interest

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rates on participation rates. The interest rate variable appears in the equations with a highly significant positive coefficient. Finally, all models are compared with respect to their ability to forecast participation rates within and beyond the sample period.

Keywords: **Manpower, Economic forecasting,** Time series analysis, Mathematical models, Economic analysis, Salaries, Prices, Unemployment, Manufacturing, Services, Commerce, Interest, Transfer functions, Labor force.

Doctoral thesis.

PB-274 430/8/XCB PC **A10**/MF **A01**

DL-91-42-77-33
Union Wage and Hours Differentials in the Construction Industry. Final rept.,
Pennsylvania Univ., Philadelphia.
J. M. Perloff, and R. C. Sickles. Dec 80, 39p DLETA-91-42-77-33-1

In this study of craftsmen in the construction industry, the researchers simultaneously estimated the probability of unionization and wages and hours determination. Our chief findings are that: First, adjusting for simultaneity in a fully interactive specification model increases the estimated union markup in the wage equation. Second, while for prime age craftsmen, hours worked differ little between the union and non-union sector, for others, hours vary greatly. Thus, adjusting for unions' effects on hours worked makes a big difference in the estimated impact of unions on earnings. Third, nonwhites are as likely to be union members as whites, but they earn substantially less than whites in both the union and nonunion sectors, even controlling for personal characteristics and occupation.

Keywords: **Unionization, Salary administration, Construction industry, Skilled workers, Working hours,** Salaries, Labor unions, Organizing, Unions, Earnings, Unskilled workers, Economic analysis, Statistical analysis.

PB81-150427/XCB PC **A03**/MF **A01**

DL-91-42-77-61
Specific Capital, Implicit Contracts, and the Layoff Process: An Application to Evaluating the Trade Adjustment Assistance Program. Final rept.,
Pennsylvania State Univ., University Park. Dept. of Economics.
S. H. Sheingold. Aug 79, 208p DLETA-91-42-77-61-1

The thesis develops a specific capital-implicit contracting model of the layoff process. It is used to explain the incidence of layoffs across demographic groups. An extension to other turnover flows in the labor market is straightforward. The model is estimated with survey data and the parameters used to evaluate the labor market effects of the Trade Adjustment Assistance Program.

Keywords: **Unemployment, Contracts, Capital, Job layoff,** Labor unions, Industrial training, Employment, Demography, Labor estimates, Personnel development, Theses, Investments, Profits, Manpower, Salaries, Trade adjustment assistance program, Unemployment insurance, Labor market.

PB-301 060/0/XCB PC **A10**/MF **A01**

DL-91-42-78-09
Flexing the Flexible Accelerator: Effects of Unemployment Benefits and Inventory Costs. Doctoral thesis,
Pennsylvania Univ., Philadelphia.
S. N. Braun. Jun 80, 155p DLETA-91-42-78-09-1

The paper shows how experience-rated unemployment benefits and inventory holding costs affect the translation of sales fluctuations into employment and inventory fluctuations. Changes in these costs influence the parameters of a quadratic cost function similar to the one first proposed by Holt, Modigliani, Muth and Simon. The movements of the resulting linear decision rule coefficients can be interpreted as changes in production smoothing and labor hoarding. This is used to show that high unemployment benefits or low inventory costs reduce employment fluctuation and increase inventory fluctuations.

Keywords: **Inventories, Employment, Unemployment insurance,** Economic analysis, Statistical analysis, Expenses, Production control, Inventory control, Cost analysis, Manpower, Experience, Economic models, Job layoffs, Labor force.

PB80-199417/XCB PC **A08**/MF **A01**

DL-91-42-78-15
Theoretical and Empirical Model of Fertility and Married Women's Allocation of Time Over the Life Cycle,
Carnegie-Mellon Univ., Pittsburgh, PA. Graduate School of Industrial Administration.
V. J. Hotz. Mar 80, 161p

In this report the authors present a life cycle, economic model of household's conception decisions and married women's allocation of time decisions. The model enables one to examine the economic determinants of the timing of birth decisions and the interrelationships of such timing decisions with the wife's participation in the labor force. Also examined are the impacts of future uncertainty about the household's sources of income on conception and labor supply decisions. The authors utilize the theoretical framework to specify an econometrically tractable model of household conception decisions and of the wife's labor supply decisions at some stage in the household's life cycle. The model is estimated for black and white households in the United States. The authors find that economic variables, such as wages and income, significantly affect the typical household's annual conception decision and the wife's labor supply decision. The authors also find that an important source of difference in behavior across racial groups is in the wife's childcare time commitment.

Keywords: **Females, Fertility, Economic models,** Life cycles, Fecundity, Reproduction, Mathematical models, Behavior, Population growth, Employment, Statistical analysis, Theses, Labor, Negroes, Participation, Women.

PB80-168057/XCB PC **A08**/MF **A01**

DL-91-42-78-31
Effects of Employment Location and Scheduling of Work Shifts on Women's Employment Opportunities. Final rept. Sep 78-Aug 80,
Pennsylvania Univ., Philadelphia.
J. F. Madden. Jan 81, 42p DLETA-91-42-78-31-1

The study analyzes the effect of workplace-residential separation and demographic characteristics on work schedules of male and female workers from one and two earner households. The household's demand for housing workday leisure, and nonworkday leisure is derived by maximizing household utility as constrained by prices, rent gradients, wages, and unearned income. The model is used to specify the determinants of long run equilibrium change in residential-workplace separation resulting from changes in work schedule.

Keywords: **Scheduling, Females, Employment,** Males, Government policies, Mobility, Urban areas, Mathematical models, Income, Economic analysis.

PB81-146821/XCB PC **A03**/MF **A01**

DL-91-47-76-46
Academic Labor Market for Ph.D. Economists: An Econometric Analysis. Final rept.,
Vanderbilt Univ., Nashville, TN. Graduate School.
C. E. Scott. 15 Nov 79, 167p DLETA-91-47-76-46-1

The dissertation is divided into five chapters. Chapter 1 discusses the recent experience in the market. Chapter 2 considers other studies of economics and other disciplines to provide a context for the present study. The third chapter presents the results of the estimation effort to fit a cobweb model to the market for economists, including projections based on the model estimated. Chapter 4 summarizes placement experience and analyzes placement and its relation to market conditions. The final chapter gives conclusions with certain needed provisos. Suggestions for future research are also given.

Keywords: **Economics, Professional personnel, Employment, Labor market, Doctoral degrees,** Salaries, Placement, Universities, Instructors, Laboratories, Earnings, Manpower utilization, Theses, Demand(Economics), Supply(Economics), Education forecasting, Specialized training, Research and development.

Prepared in cooperation with Marquette Univ., Milawukee, WI. Doctoral thesis.

PB80-121254/XCB PC **A08**/MF **A01**

DL-91-47-77-11
Barriers to Intermetropolitan Mobility of Lawyers.
Final rept.,
Vanderbilt Univ., Nashville, TN. Inst. for Public Policy Studies.
T. Calvani, M. Getz, and J. J. Siegfried. 28 Aug 78, 65p DLETA-91-47-77-11-1

The supply of lawyers to partnership law firms is estimated using 1972 data for 69 Standard Metropolitan Areas. The model controls for differences in metropolitan areas, such as cost of living and environmental characteristics, which should influence the relative earnings of lawyers in long-run equilibrium. A review of the literature on the effect of licensure restrictions on professional earnings yields the hypotheses that bar examination failure rates, the absence of reciprocity, and non-resident bar admission fees are each positively correlated with lawyers' earnings. The empirical results provide no support for the hypotheses. The sole important determinant of geographic earnings differentials among associate attorneys in partnerships in 1972 appears to be local professional and technical employment opportunities for females, although environmental characteristics were important as a group.

Keywords: **Professional personnel, Earnings, Lawyers,** Licensure, Requirements, Economic analysis, Urban areas, Mobility, Supply(Economics), Attorneys, Standard metropolitan statistical areas.

PB-285 875/1/XCB PC **A04**/MF **A01**

DL-91-47-77-38
Measurement of Role Models Characteristics.
Final rept. 1977-81,
George Peabody Coll. for Teachers, Nashville, TN.
B. S. Wallston. Nov 81, 166p DLETA-91-47-77-38-1

Literature on role models for professional women is reviewed. Instruments were developed to measure characteristics identified as important to such role models: valuing women, encouraging women, and receiving support from women. Three validation studies are reported. Evidence on the validity of the instruments is mixed. The Psychosocial Support Inventory (PSI) appears the most promising for future research.

Keywords: **Females, Role playing, Models,** Leadership, Professional personnel, Attitudes, Males, Motivation, Psychological tests, Employment, Role models.

PB82-133745/XCB PC **A08**/MF **A01**

DL-91-48-72-10
Study of Administrative Improvement in Workmen's Compensation in Texas. Final rept. 1972-73,
North Texas State Univ., Denton.
S. B. Barton. Aug 73, 36p 396-73800, DLMA-91-48-72-10-1

After a brief description of the former weak system and the successful efforts to improve the law and its administration, the author attempts by an analysis of Industrial Accident Board's administrative statistics to measure the improvements. These statistics apparently document major improvements in the degree to which the system fulfills the purpose of workmen's compensation. These include: (1) the assumption by the Board of genuine administrative responsibilities in place of the former passive role; (2) the subjection of compromise settlement agreements to review by the prehearing officers; (3) a substantial increase in benefits paid to injured workers; (4) a decrease in court cases. On the negative side, the extensive use of CSA's has been continued and the number of lump sum settlements increased.

Keywords: **Workmens compensation, Texas,** Insurance, Unemployment, Performance evaluation, Improvement, Statistical analysis, Government policies, Unemployment insurance.

PB-287 274/5/XCB PC **A03**/MF **A01**

DL-91-48-74-25
Women and the American Occupational Structure. Final rept.,
Texas Tech. Univ., Lubbock. Dept. of Sociology.
E. M. Havens. Nov 77, 46p DLETA-91-48-74-25-1

This report explains the labor force participation patterns of American women. The report contains both a literature survey and an empirical analysis of women's labor force participation.

Keywords: **Females, Employment,** Labor relations, Attitudes, Education, Children, Economic models, Earnings, Statistical analysis, Labor force.

PB-284 344/9/XCB PC **A03**/MF **A01**

DL-91-48-76-47
Earnings, Occupational Choice, and the Early Years of Family Formation, White and Black Women: A Study from the National Longitudinal Survey (NLS). Final rept.,
Houston Univ., Texas. Dept. of Economics.
P. Gregory, and W. J. Moore. 1 Nov 77, 145p DLMA-91-48-76-47

This project investigates the labor force participation, hours (weeks) worked, occupational and educational choices, and market wages of young women. The data base for this study is the National Longitudinal Survey of Young Women aged 14 to 24. Of particular interest is the impact of young children on these choices, as the presence of young children is hypothesized to impact negatively on work experience, occupational and educational choices and consequently on market wages. The first part of this study deals with the labor force participation and hours (weeks) worked of young women. The second part of the study deals with the impact of children, work experience, and education upon the market wages of full-time employed young women. The third part of the study deals with the occupational and educational choices of young women. Comparisons of married and unmarrieds and white and blacks are made and some significant differences are found.

Keywords: **Employment, Females,** Salaries, Children, Education, Career development, Family relations, Negroes, Decision making, Socioeconomic status, Surveys, Attitudes, Labor force, National Longitudinal Survey, Caucasians.

PB-274 148/6/XCB PC **A07**/MF **A01**

DL-91-48-78-39
Structure of Withdrawal: Relationships Among Estrangement, Tardiness, Absenteeism and Turnover. Final rept.,
Southwest Educational Development Lab., Austin, TX.
N. Gupta, and G. D. Jenkins. May 80, 222p DLETA-91-48-78-39-1

The study consists of theoretical and empirical explorations of the structure of withdrawal. Objectives of the research included determining whether four forms of withdrawal (estrangement, tardiness, absenteeism, turnover) were related to one another, and determining the precise form of these relationships. Specifically, it was argued that withdrawal manifestations progress from their least to most severe forms. Data from approximately 200 employees in each of three organizations (a petfood manufacturer, a bank, and a public transportation authority) were examined.

Keywords: **Personnel management, Absenteeism,** Organizations, Behavior, Attitude surveys, Job satisfaction, Motivation, Performance, Productivity, Unemployment, Employment, Withdrawal(Defense mechanism).

Prepared in cooperation with Texas Univ. at Austin.

PB80-195688/XCB PC **A10**/MF **A01**

DL-91-48-78-47
Employment and Earnings Outcomes in the Hired Farmworker Market. Final rept.,
Texas Univ. at Austin. Dept. of Economics.
B. N. Matta. Apr 80, 215p DLETA-91-48-78-47-1

The study focused on the cross-sectional earnings and employment determinants in the hired farmworker market. Several questions were posed and answered. What are the effects of schooling, labor market experience and migratory status on the farm and nonfarm earnings of hired farmworkers, and how do these effects vary across sex, race and migratory status groups. What cross-sectional differences does nonfarm employment have on total earnings. What are the determinants of the probability of off-farm employment of hired farmworkers. How much of the earnings differences observed across the several groups can be attributed to endowment differences and how much to labor market discrimination. Earnings functions were specified and estimated as a means of addressing the first, second and fourth questions and a labor supply equation was specified and estimated as a means of addressing the third question.

Keywords: **Employment, Earnings, Migrant workers, Farm workers,** Salaries, Agriculture, Farms, Population migration, Experience, Education, Demand(Economics), Manpower, Job analysis, Discrimination, Labor unions, Income, Agricultural workers, Wages, Collective bargaining, Labor market.

Prepared in cooperation with New Mexico State Univ., Las Cruces. Dept. of Economics.

PB80-189087/XCB PC **A10**/MF **A01**

DL-91-51-74-38
Job Loss: A Psychosocial Study of Worker Reactions to a Plant-Closing in a Company Town in Southern Appalachia. Final rept. 1 Jul 74-1 Jul 77,
Virginia Polytechnic Inst. and State Univ., Blacksburg.
W. G. Strange. Aug 77, 486p DLMA-91-51-74-38-1

This study is based on indepth interviews with thirty workers who lost their jobs in a plant-closing in an historic company town in southern Appalachia. These interviews dealt with each respondent's reactions, experiences, and problems from the closing to the time of interview--a period of three years. Each respondent's reaction to the closing process, the unemployment period, looking for work, and adjusting to new employer and work setting demands, are examined. Items to determine physical, psychological, and psychosomatic reactions to loss were included, along with items examining the role of place, religion and fatalism. Data and analysis are presented as case histories and verbatim dialogue.

Keywords: **Personnel, Unemployment,** Attitudes, Morale, Emotions, Surveys, Interviews, Theses.

PB-276 142/7/XCB PC **A21**/MF **A01**

DL-91-51-77-46
Market Power and Employment Fluctuation. Final rept.,
Virginia Univ., Charlottesville. James Wilson Dept. of Economics.
G. R. Bodisch. May 79, 202p DLETA-91-51-77-46-1

The purpose of the dissertation is to examine the relationship between market power and fluctuation in employment across industries. The interaction between market structure and features of the capital and labor markets in determining patterns of employment fluctuation is emphasized. A theoretical model is presented in which the effects of the product, capital, and labor markets are incorporated, and implications of that model for employment instability are derived. The analysis is based upon the premise that the primary goal of firms operating in a world characterized by risk is market-value maximization rather than profit maximization, which is the underlying objective assumed in traditional static-certainty models.

Keywords: **Marketing, Employment, Labor market,** Competition, Economic analysis, Market value, Variations, Economic models, Least squares method, Regression analysis, Education, Unemployment, Manpower utilization, Profits, Product development, Production, Capital, Fixed investment, Prices, Risk, Labor estimates, Econometrics, Qualifications, Working hours, Labor force participation, Economies of scale, Industrial structure, Oligopolies.

Doctoral thesis.

PB-299 710/4/XCB PC **A10**/MF **A01**

DL-91-51-78-46
Employee Stock Ownership: A Microeconomic Analysis. Final rept.,
Virginia Polytechnic Inst. and State Univ., Blacksburg.
P. C. Taylor. 30 Apr 81, 230p* DLMA-91-51-78-46-1

The microeconomic analysis examines the impact of employee stock ownership on the operation of two firms as reflected in financial and productivity data as well as information flows in the firms. The analysis is based on the portions of the microeconomic theory of the firm relevant to an investigation of Employee Stock Ownership Plans (ESOPs). The study reviews existing empirical work on employee owned firms and production cooperatives. The analysis provides the basis for the macroeconomic estimates of employee stock ownership plans for productivity, employment, employee firm attachment and pension coverage.

Keywords: **Personnel, Stocks(Finance), Ownership,** Economic impact, Incentives, Participative management, Fringe benefits, Productivity, Occupational mobility, Legislation, Government policies, Stockholders, NTISLABPEU, NTISLABETA.

PB81-206484/XCB PC **A11**/MF **A01**

DL-91-53-76-24
Individual Investments, Ecological Variables and Black-White Relative Economic Status: A Contextual Analysis of Status Attainment for Blacks and Whites. Final rept.,
Washington Univ., Seattle. Dept. of Sociology.
T. L. Parcel. Jun 77, 388p DLMA-91-53-76-24

Research reported herein analyzes the influence of ecological (i.e., aggregate) variables specific to individual black and white respondents' current and former areas of residence as determinants of their adult earnings and occupational prestige. Literature reviews in the fields of status attainment, human capital, racial discrimination, and of several 'structural' perspectives suggest the need for integration of the perspectives, and contextual analysis provides the method whereby such integration is empirically accomplished. Analysis is confined to a cohort of males aged 35-54 in 1972 from the Michigan Survey Research Center's 1972 PSOID, and 35-44 in 1966 from the 1967 SEO; ordinary multiple regression analysis is emphasized.

Keywords: **Socioeconomic status, Earnings,** Discrimination, Ethnic groups, Negroes, Males, Characteristics, Education, Employment, Urban areas, Productivity, Occupational mobility, Surveys, Theses, Labor market, Caucasians.

Doctoral thesis.

PB-274 292/2/XCB PC **A17**/MF **A01**

DL-91-53-77-06
Analysis of the Interrelation between Unions, Race, and Wage and Nonwage Compensation. Final rept. 1977-78,
Washington State Univ., Pullman. Dept. of Economics.
D. E. Leigh. Apr 78, 149p DLETA-91-53-77-06-1

Using data for young and middle-aged male workers from the National Longitudinal Surveys, this report presents estimates of the effect of unions on relative wage rates and on a variety of measures of nonwage compensation. For white workers, results obtained from a two-equation model in which wages and union status are endogenously determined indicate that the usual single-equation estimates of union-nonunion wage differentials overstate the true relative wage impact of unions. This conclusion does not hold, however, for black workers. The relatively large relative wage estimates obtained for blacks confirms previous results showing larger union-nonunion wage differentials for blacks than whites. Among nonwage variables, unions are found to decrease the quit propensities of workers in both racial groups. Similarly, a comparison of the occupational mobility of workers who remain with the same employer indicates that unionized whites do not enjoy systematically greater promotional opportunities relative to unionized blacks within internal labor markets.

Keywords: **Labor unions, Salaries,** Bargaining, Economic models, Fringe benefits, Mobility, Negroes, Retirement, Statistical analysis, Upgrading, Surveys, Race.

PB-283 016/4/XCB PC **A07**/MF **A01**

DL-91-53-79-01
Empirical Test of a Behaviorally Oriented Negotiations Model in the Public Schools in the State of Washington. Final rept.,
Washington Univ., Seattle. Graduate School of Business Administration.
A. M. Cabelly. 1980, 300p DLETA-91-53-79-01-1

The study presented herein provides a major public sector test of the Walton and McKersie behavioral model of collective bargaining. This model divides collective bargaining into four chief components: distributive, or win-lose bargaining; integrative bargaining, or problem-solving; attitudinal structuring, attempting to control the attitudes of the opposite party; and intraorganizational bargaining, or team consensus formation. Hypotheses, stating specific relationships between conditions or behaviors of bargaining and the types of bargaining, have been derived and tested.

Keywords: **Bargaining, Labor relations,** Behavior, Models, Surveys, Washington(State), Theses, Collective bargaining.

Doctoral thesis.

PB80-173917/XCB PC **A13**/MF **A01**

DL-91-55-74-11
Unemployment Insurance, Job Search, and the Duration of Unemployment. Doctoral thesis (Final),
Wisconsin Univ.-Madison.
S. M. Hills. 1975, 192p DLETA-91-55-74-11

This study advances two hypotheses: (1) that a measure of the amount of unemployment insurance (UI) an individual is eligible to receive and/or a measure of the potential duration for which the same individual is eligible to receive UI should be related positively to the actual duration of unemployment the individual experiences over a period of time; (2) that the same two measures for UI should be positively related to change in earnings in periods before and after a period of receipt of UI.

Keywords: **Unemployment, Insurance,** Benefits, Mathematical models, Earnings, Income, State government, Surveys, Theses.

PB-276 341/5/XCB PC **A09**/MF **A01**

DL-91-55-76-14
Follow-Up Study of Permanent Disability Under Wisconsin Worker's Compensation. Final rept.,
Wisconsin Univ.-Madison. Industrial Relations Research Inst.
R. E. Ginnold. Aug 76, 377p DLMA-91-55-76-14

The report is a follow-up study of economic impacts of severe work injuries for almost 700 Wisconsin permanent partial disabilities reported in 1968, including all cases exceeding 10% severity, for ages 20-59 years. Basic data is earnings history for each case, 1966 to 1973, from Wisconsin income tax records and personal and injury data from worker's compensation records. Expected earnings measure is developed from pre-injury earnings and post-injury economic trends, and compared with actual post-injury earnings and family income to determine earnings and income loss. Losses are shown by age, sex, severity of injury, part of body injured, degree of contest, occupation, length of healing period and other variables. Telephone interviews with 228 cases exceeding 10% severity yield data on rehiring problems, post-injury occupation changes, educational levels, social security and welfare payments received. Claimants also report degree of satisfaction with various agencies involved in claim as well as employer, insurer, lawyers and physicians.

Keywords: **Injuries, Workmens compensation, Wisconsin,** Handicapped workers, Accidents, Claims, Insurance, Income, Rehabilitation, Labor relations, Males, Females, Surveys, Theses, Attitudes.

Doctoral thesis.

PB-273 784/9/XCB PC **A17**/MF **A01**

DL-91-55-76-15
Examination of Operant Conditioning and Expectancy Theory Accounts of Instrumental Work Behavior and Satisfaction. Final rept.,
Wisconsin Univ.-Madison. Graduate School of Business Administration. Krannert Graduate School of Management, Lafayette, IN.
C. J. Berger. 1 Oct 78, 218p DLMA-91-55-76-15-1

This dissertation compares predictions of Operant Conditioning and Expectancy Theory models applied to job performance and job satisfaction. It also investigates a within-subject as well as between-subject formulation of the expectancy model. Empirical literature concerning simple schedules of reinforcement and reinforcement magnitude are reviewed (including both animal and human subjects). Literature dealing with the expectancy model, and literature focusing on the application of operant conditioning to organizational phenomena is also reviewed. Comparison of the models focuses on differing predictions of the operant and expectancy models under continuous (CRF) and variable-ratio (VR) schedules of reinforcement.

Keywords: **Job satisfaction, Motivation,** Performance evaluation, Reinforcement(Psychology), Models, Organizations, Surveys, Theses.

Doctoral thesis. Prepared in cooperation with Krannert Graduate School of Management, Lafayette, IN.

PB-289 462/4/XCB PC **A10**/MF **A01**

DL-91-55-76-20
Screening in the Labor Market: A Case Study. Doctoral thesis,
Wisconsin Univ.-Madison.
B. K. Swartz. Dec 78, 158p DLMA-91-55-76-20

This dissertation is a case study, empirical test of the theoretical screening models, which hypothesize that companies screen job applicants on the basis of simple and easy to acquire characteristics of the applicants. The data consists of 147 staff secretarial job openings in a large company in San Francisco. The conditional logit estimator was used to estimate which characteristics were significant in the company's screening process.

Keywords: **Personnel selection, Decision making,** Employment, Productivity, Manpower utilization, Characteristics, Models, Qualifications, Education, Specialized training, Personality, Thesis.

PB-273 887/0/XCB PC **A08**/MF **A01**

DL-91-55-76-31
Simultaneous Equation Model of the Labor Force Participation Rate of Prime Age Males. Final rept. Apr 76-Jun 78,
Wisconsin Univ.-Madison.
R. J. Gitter. Jun 78, 204p DLETA-91-55-76-31-1

The study examined males from 25 to 54 years of age across 124 SMSA's. The primary data source was the Public Use Sample of the 1970 United States Census of Population. Although the simultaneous model did not perform as expected, a single equation model was estimated and the following relationships were observed: (1) a weak, but significant positive coefficient for the wage variable, (2) negative and significant coefficients for the unemployment rate, percentage nonwhite, and education, (3) positive and significant coefficient for marriage.

Keywords: **Manpower, Supply(Economics), Males, Mathematical models, Labor force participation, Elasticity of supply, Labor economics,** States(United States), Theses, Hypothesis, Coefficients, Elastic properties, Education, Minority groups, Unemployment, Salaries, Marriage, Tables(Data), Wages, Age groups.

Doctorial Thesis.

PB-286 642/4/XCB PC **A10**/MF **A01**

DL-91-55-76-38
Industrial Safety and Collective Bargaining: An Economic Analysis. Final rept.,
Wisconsin Univ.-Milwaukee. Dept. of Economics.
W. R. Wendling. Aug 77, 213p

The study examined the hypothesis that job safety and health provisions are more likely to be included in collective bargaining agreements if the following conditions prevail: (1) the industry's work force suffers from numerous work hazards; (2) the internal labor force of the industry is composed primarily of craft or entry level workers; and (3) the industry's labor force is highly unionized.

Keywords: **Safety, Labor unions, Bargaining, Occupational safety and health,** Labor relations, Hazards, Industrial management, Agreements, Health, Theses, Industrial accidents, Goals, Tables(Data), Economic analysis, Accident prevention, Industrial hygiene, Methodology, Estimation, Collective bargaining.

PB-287 556/5/XCB PC **A10**/MF **A01**

DL-91-55-76-45
From Generation to Generation: The Transmission of Occupation. Final rept.,
Wisconsin Univ.-Madison. Dept. of Rural Sociology.
K. I. Spenner. Jun 77, 494p DLETA-91-55-76-45

This study investigates the transmission of components of occupational roles from parents to offspring. The units of transmission are occupation-specific indicators for role requirements, routines (content of work) and rewards. Weighted estimates for 1960 and 1970 Census occupations are used to examine the structure and dimensionality of transmission (multiple datasets, national and local samples, longitudinal and cross-sectional designs, with preliminary investigation of race, sex and birth cohort differences). For males, under orthogonal estimation constraints, (canonical correlation analysis and structural equation models) transmission occurs along two dimensions: a primary general dimension encompassing role requirements, routines and rewards, and a secondary 'complexity of work' dimension (composed largely of role routines). Significant variations in this general pattern are found to occur by sex, birth cohort, and for farm and nonfarm sectors of the labor force. Nonorthogonal specifications are attempted but unsuccessfully; a social psychological model is presented under orthogonal constraints.

Keywords: **Parent child relations, Career development,** Employment, Family relations, Children, Personnel development, Decision making, Roles(Behavior), Theses, Occupational choice.

PB-274 323/5/XCB PC **A21**/MF **A01**

DL-91-55-76-56
Wage-Price Expectations and Cyclical Strike Activity. Final rept.,
Wisconsin Univ.-Madison.
B. E. Kaufman. 15 Jan 79, 265p DLMA-91-55-76-56-1

The study examines the role of inflation in causing increased strike activity. In the first part of the study a bargaining model was developed that yielded various predictions concerning the relationship of price expectations, inflation and strike activity over the business cycle. The second part of the study involved a linear regression analysis of strike activity in U.S. manufacturing. The regression analysis found that inflation was the most quantitatively important economic variable in explaining the recent increase in strikes. The study contains an extensive bibliography of previous work in this area.

Keywords: **Inflation(Economics), Labor relations, Strikes,** Industrial relations, Economic conditions, Salaries, Prices, Economic impacts, Trends, Regression analysis, Economic models, Labor unions, Expectation, Bargaining, Unemployment, Business cycles, Collective bargaining, Labor demands.

See also report dated Dec 78, PB-291 739.

PB-291 738/3/XCB PC **A12**/MF **A01**

DL-91-55-76-64
Task Design: Technological Descriptions, Manpower Requirements and Worker Responses. Final rept.,
Wisconsin Univ.-Madison.
R. B. Dunham. Jun 79, 131p DLMA-91-55-76-64-1

The report is separated into six sections: (1) Dimensionality of task design as measured by the Job Diagnostic Survey; (2) Self report measures of task characteristics and affective responses: An examination of discriminant validity; (3) Multiple approaches to job design measurement and affective and behavioral responses to job design; (4) The relationships of perceived job design characteristics to job ability requirements and job value; (3) Understanding employee reactions to job complexity through perceptions of the work environment; (6) Employee reactions to technological and organizational changes: Two quasi-experimental job redesign field studies.

Keywords: **Job analysis, Job satisfaction, Manpower, Task analysis,** Requirements, Qualifications, Organizational theory, Performance standards, Motivation, Manpower utilization, Salary administration, Attitudes, Attitude surveys, Technology innovation, Human factors engineering, Work environment, Organizational change, Case studies.

PB-296 739/6/XCB PC **A07**/MF **A01**

DL-91-55-76-70
Community Structure and the Experiences of Shift Workers. Final rept.,
Wisconsin Univ.-Madison.
R. B. Dunham. Jun 79, 58p DLMA-91-55-76-70-1

The report consists of three sections. Section I contains a review and theoretical analysis of the literature. This review identifies a number of physical, psychological, and sociological problems which are often associated with working afternoon, night, or rotating shift schedules. Section II of this report describes the results of an empirical study of worker reactions to shift work across communities. Affective and motivational data were collected from groups of shift workers holding similar jobs at two different plants of the same organization. It appears that shift work is most likely to cause problems for workers when it causes them to deviate from established physiological, psychological, or sociological (community) cycles. The third section of this report describes the development of a questionnaire which could be used to obtain information from shift workers.

Keywords: **Scheduling, Personnel,** Job satisfaction, Performance, Communities, Objectives, Attitudes, Sleep, Recreation, Health, Marriage, Quality of life, Productivity, Surveys, Families, Hours of work.

PB-296 595/2/XCB PC **A04**/MF **A01**

DL-91-55-77-25
Parameters of Racial Discrimination in the Late 1960's. Final rept.,
Wisconsin Univ.-Madison. Ohio State Univ., Columbus. Center for Human Resource Research.
T. N. Daymont. Feb 79, 288p DLMA-91-55-77-25-1

This study investigates racial discrimination in the labor market among men during the late 1960s. Linear and log-linear models were used to calculate indicators of discrimination between 1965 and 1970. These indicators were then used to investigate the relationship between discrimination and selected individual characteristics and the social organization of labor markets across industries. Our results indicate that during the late 1960s, blacks were less likely than equivalent whites to obtain the more rewarding jobs. Net of a pure rewards dimension, blacks were less likely than whites to obtain jobs (1) which had direct, nonsubordinate contact with customers (e.g., sales jobs); (2) in which white workers were successful in establishing a substantial degree of monopoly power in the labor market without uniting with blacks (e.g., craft jobs); (3) for which access was determined more by capital markets than by labor markets (e.g., self-employed jobs); and (4) which tended to be in the private-profit sector rather than the nonprofit or public sectors.

Keywords: **Discrimination, Negroes,** Employment, Industrial relations, Labor relations, Labor unions, Unionization, Socioeconomic status, Mathematical models, Males, Racial discrimination, Jobs.

Sponsored in part by Grant PHS-HD-5876. Prepared in cooperation with Ohio State Univ., Columbus. Center for Human Resource Research.

PB-293 182/2/XCB PC **A13**/MF **A01**

DL-91-55-77-59
Trade Unions, Wages, Occupational Injuries: An Empirical Analysis. Final rept.,
Wisconsin Univ.-Madison. Industrial Relations Research Inst.
C. A. Olson. Jun 79, 274p DLMA-91-55-77-59-1

The dissertation investigates the relationships between trade unions, wages and occupational injuries. Two key issues were investigated. First, the existence and size of wage differentials workers received for working on hazardous jobs were investigated for union and nonunion employees. Second, the impact of unions on the severity and frequency of occupational injuries was investigated. The size of risk wage differentials were investigated using a sample of labor force participants included on the Current Population Survey for 1973 and the industry accident data collected under provisions of the Occupational Safety and Health Act. The impact of unions on accident rates was evaluated by estimating a model of accidents using average industry data for 96 manufacturing industries.

Keywords: **Salaries, Injuries, Labor unions,** Industrial relations, Industrial accidents, Risk, Workmens compensation, Theses.

PB-298 126/4/XCB PC **A12**/MF **A01**

DL-91-55-77-60
Nonprice Rationing and the Demand for Medical Education. Final rept.,
Wisconsin Univ.-Madison.
D. C. Stapleton. Dec 78, 367p DL-91-55-77-60-1

Several models of demand are specified and estimated using aggregate data for the 1951-1976 period. Two major effects are found: (1) about 40% of all rejected applicants reapply the following year; (2) many potential applicants are discouraged by rationing--as many as 100 may be discouraged by a reduction of 100 places. Effects of other factors on demand are investigated as well (tuition, loan availability, the attractiveness of biomedical careers, and others) but the results suggest that these have been unimportant determinants of demand in the sample period. In an extensive critique of the literature little evidence of the importance of these factors was found. An exception in the results is the apparent positive effect of large increases in resident salaries in the late 1960's.

Keywords: **Demand(Economics), Education, Medicine, Allocations, Medical education, Career choice,** Supply(Economics), Decision theory, Economic models, Finance, Manpower, Qualifications, Medical personnel, Reviews, Theses, Educational opportunities, Student characteristics.

See also report dated 15 Jan 79, PB-291 738.

PB-291 739/1/XCB PC **A16**/MF **A01**

DL-91-55-78-07
Employee Benefits, Trade Unions and the Union Impact on Employee Benefits in Manufacturing. Final rept.,
Wisconsin Univ.-Madison. Industrial Relations Research Inst.
B. P. Heshizer. 31 Dec 78, 265p

This study analyzes the development and structure of public and private benefits and seeks to measure the effect of unions on private employee benefits in manufacturing. Data for the study were obtained from the biennial Bureau of Labor Statistics (BLS) surveys of employee compensation for 1968, 1970, 1972, and 1974. The BLS data were supplemented by Census and Current Population Survey data to obtain measures for different demographic and labor market characteristics associated with the industries in the BLS surveys. The data were analyzed at the three digit Standard Industrial Classification (SIC) code level for all manufacturing industries included in each year of the survey. The union impact on employee benefits was estimated for three measures of employee benefits: total fringe benefits, pensions, and health, life and accident insurance benefits.

Keywords: **Personnel, Industrial relations,** Labor unions, Salaries, Fringe benefits, Insurance, Retirement, Manufacturing, Theses.

PB-291 756/5/XCB PC **A12**/MF **A01**

DL-91-55-78-08
Occupational and Marital Mobility: Alternative Pathways of Social Mobility. Final rept. Feb 78-Dec 79,
Wisconsin Univ.-Madison. Dept. of Rural Sociology.
N. E. Dunton. 1979, 311p DLETA-91-55-78-08-1

Men and women have similar occupational and marital mobility processes, after taking into account the large gender difference in occupational destination distributions. Men retain their occupational origin status somewhat more easily than women through their own occupational activity. Occupational mobility patterns are conditional upon level of spouse's occupation and marital mobility processes are conditional upon level of own occupation. These conditional mobility patterns are accounted for by the association between spouse's occupations. The pattern of association between occupational and marital mobility processes indicates that there is considerable overlap of the opportunity structures--they do not constitute alternative pathways to social status.

Keywords: **Employment, Mobility, Socioeconomic status,** Females, Males, Characteristics, Job analysis, Inequalities, Marriage, Children, Statistical analysis, Surveys.

Doctoral thesis.

PB80-141955/XCB PC **A14**/MF **A01**

DL-91-55-78-20
Strike: Theoretical and Empirical Studies of Industrial Conflict Across Time and Nations. Final rept.,
Wisconsin Univ.-Madison.
M. Shalev. May 79, 603p DLMA-91-55-78-20-1

The dissertation comprises a variety of studies of strikes at the national level. Conventional theoretical interpretations of the longrun evolution of industrial conflict are first reviewed and criticized. An alternative perspective is proposed which emphasizes the endemic nature of class conflict, and the links between its expression in the industrial and political arenas. This perspective is utilzied to explain international differences in the evolution of strike activity over the present century in the Western countries. Strike trends in six Western European nations over approximately the last decade are analyzed in detail. In addition, time-series regression analyses are performed on quarterly postwar data for the U.S., and on annual data for the U.S., Canada and France. In this connection, economic and organizational-political models of strike fluctuations are tested, and their strengths and weaknesses evaluated.

Keywords: **Strikes, Industrial relations, Political systems, Collective bargaining,** Economic models, Labor relations, Organization theory, Time series analysis, Theses, Bargaining, United States, Canada, France, Belgium, Italy, United Kingdom, West Germany, Netherlands, Political science, Sweden, Unionization, Labor unions.

Doctoral thesis.

PB-296 620/8/XCB PC **A99**/MF **A01**

DL-91-55-79-12
Social Impact of Industrial Structure on Working Conditions. Rept. for 1 Mar 79-31 Aug 80,
Wisconsin Univ.-Madison. Dept. of Sociology.
R. D. Hodson. May 80, 488p

The topic of the research is the impact of economic structure on two individual level work place outcomes, earnings and job satisfaction. Economic structure is measured at both the company and industry levels and continuous as well as sectoral measures of economic structure are developed. The major findings of this study include the discovery of a negative impact of industrial concentration on individual earnings in equations which hold constant other dimensions of economic structure. In addition, plant size is found to have a greater positive impact on individual earnings than company size and to account for much of the impact of the latter variable.

Keywords: **Job satisfaction, Earnings, Industrial structure,** Economic analysis, Employment, Salaries, Industrial plants, Corporations, Social effect, Industrial relations, Industries, Labor relations, Productivity, Theses, Work environments, Organization size(Groups).

Doctoral thesis.

PB80-203094/XCB PC **A21**/MF **A01**

DL-91-55-79-15
Structure of Mobility: An Alternative Approach to Social Mobility and Achievement. Final rept. 1 Mar 79-31 Aug 81,
Wisconsin Univ.-Madison.
C. M. Snipp. 16 Jul 81, 388p* DLETA-91-55-79-15-1

The research is an exploratory effort intended to produce results which might suggest the structure and composition of labor market segments. This task is accomplished with recently developed methods for analyzing mobility tables and with multi-dimensional scaling techniques. The results lend partial support to segmented labor market theories but also suggest that the structure is more complex and organized along dimensions not usually anticipated by these models. This research also investigates the factors which influence the structural location of an individual's first job.

Keywords: **Employment, Mobility,** Economic analysis, Professional personnel, Skilled workers, Unskilled workers, Craftsmen, Mathematical models, Socioeconomic status, Education, Minority groups, Statistical analysis, Earnings, Manpower, Labor market.

PB81-249211/XCB PC **A17**/MF **A01**

DL-91-55-79-16
Task Design, Monetary Outcomes, and Worker Responses. Final rept. Mar 79-Jun 80,
Wisconsin Univ.-Madison. Graduate School of Business Administration.
K. B. Boal. Mar 79, 540p M-721, DLETA-91-55-79-16-1

Two field experiments were conducted. The first sought to test the hypothesis that extrinsic rewards would reduce intrinsic motivation. Support was found for this hypothesis on complex tasks but not simple tasks. However, the theoretical framework utilized could not explain these results. The second field experiment sought to examine the effects of changes in task design and monetary outcomes, as well as the individual's growth need strength on the worker's responses. Changes in task design and monetary outcomes were found to have main effects as well as interacting with each other and the individual's growth need strength to influence the worker's responses, both attitudinally and behaviorally.

Keywords: **Motivation, Attitudes,** Personnel management, Absenteeism, Job satisfaction, Incentives.

PB80-195035/XCB PC **A23**/MF **A01**

DL-91-55-79-34
Evalution of Job Alternatives in the Context of Seeking Employment. Final rept.,
Wisconsin Univ.-Madison. Industrial Relations Research Inst.
S. L. Rynes. c1980, 210p DLETA-91-55-79-34-1

The report examines studies which review the ways that individuals evaluate employment openings. Salaries are weighed against fringe benefits advancement opportunities and job attractiveness.

Keywords: **Employment, Attitudes,** Salaries, Decision making, Environments, Fringe benefits.

PB81-169039/XCB PC **A10**/MF **A01**

DL-91-95-79-11
Earnings and Labor Supply: A Microeconomic Comparison of American Indians and Alaskan Natives to American Whites and Blacks. Final rept. 1 Mar 79-30 Dec 80,
Boston Coll., Chestnut Hill, MA. Social Welfare Research Inst.
R. L. Trosper. 15 Dec 80, 307p PUB-55, DLETA-91-95-79-11-1

Determinants of American Indian and Alaskan Native earnings, labor force participation, and labor supply are analyzed using data from the Survey of Income and Education. Estimated equations for American Indians are compared to those of Whites and Blacks. Earnings equations are used to compute imputed wages for use in estimating labor supply equations. Labor supply is measured by labor force participation and by annual weeks of participation in 1975. A chapter comparing Alaskan Natives to Whites in Alaskan has inconclusive results. An Appendix presents national population and income estimates for American Indians and Alaskan Natives and compares them to American Blacks and Whites. Comparisons are cross-classified by age, education, labor force participation, occupation and industry.

Keywords: **Earnings, Income, Manpower, American Indians, Labor force participation, Alaska natives,** Salaries, Economics analysis, Negroes, Education, Industries, Ethnic groups, Employment, Age, Wages, Occupations, Labor market.

PB81-148512/XCB PC **A14**/MF **A01**

DL-92-06-72-27
Improvement in Quality of Work Life and Productivity: A Joint Venture Between Management and Employees. Final rept.,
Human Interaction Research Inst., Los Angeles, Calif.
E. M. Glaser, C. E. Izard, and M. F. Chenery. 2 Jul 76,
169p DLMA-92-06-72-27

The study was designed to assess the relationship between Quality of Worklife (OWL), productivity, and job satisfaction. The report describes developmental events, prevailing conditions, consulting interventions, and outcomes. An analysis is presented of what seems to have worked and what has not. At the time of the project, the corporate organization was beset by financial problems and those related to adjustment to new ownership; the branch plant was overwhelmed by start-up technical difficulties. Nevertheless, positive outcomes can be reported in terms of satisfactorily meeting production goals, ego-involvement of the workforce, comparatively low absenteeism rate, and the plant's survival of the eroding frustrations of start-up delays. Learnings and recommendations have been drawn from the experience in order to provide indications for future efforts to achieve enriched OWL and organizational effectiveness.

Keywords: **Productivity, Quality of life,** Attitudes, Job analysis, Job satisfaction, Program effectiveness, Industrial management, Leadership, Manpower utilization, Motivation, Incentives, Performance, Personnel management, Placement, Skilled workers, Unskilled workers, Supervisors, Quality of worklife.

PB-283 147/7/XCB PC **A08**/MF **A01**

DL-92-26-72-33
Making Social Science Knowledge Available for Use in the Employment and Training System: An Overview Report. Final rept.,
Manpower Science Services, Inc., Ann Arbor, Mich.
J. E. Gordon, and H. J. Bertcher. 1 May 78, 74p DLMA-92-26-72-33-2

The report summarizes methodology employed to disseminate social science knowledge for use in employment and training agencies in a manner designed to increase the probability of correct application of the knowledge in the task performances of manpower workers. The report covers methods of retrieving and synthesizing relevant research, organizing the knowledge into diffusable sets of materials, media use, teaching/learning strategies, and methods of dissemination through the agency system. Methods employed in the development of a manual on role modeling and role playing, a set of audiotapes plus workbooks on simulation and imitation, a multi-media package of Group Leadership Techniques Workshop materials, and LODI, a self-administered group program designed to increase the capacity of local employment and training agencies to adopt new methods, are described. Thus a total model for development work comprising retrieval, media and methods of communication, diffusion, and adoption is generated.

Keywords: **Personnel management, Industrial psychology**, Surveys, Training devices, Personnel development, Role playing, Group dynamics, Leadership, Management training, Decision making.

See also Interim rept. dated 14 Jan 74, PB-227 360.

PB-284 587/3/XCB PC **A04**/MF **A01**

DL-92-26-72-35
Effectiveness in Work Roles: Employee Responses to Work Environments. Volume II. Appendices. Final rept. 15 Jun 72-31 Dec 77,
Michigan Univ., Ann Arbor. Survey Research Center.
R. P. Quinn. 31 Dec 77, 191p DLMA-92-26-72-35-4

Volume II of Effectiveness in Work Roles contains nine methodological appendices that reproduce the measures used throughout the study. Appendices A and B are reproductions of the interview schedules for Phases I and II, respectively. Appendices C and D reproduce the question booklets respondents were asked to fill out in Phases I and II, respectively. Appendix E depicts the rating scales which supervisors were asked to fill out concerning their subordinates in Phase I. Appendix F does the same for Phase II. Appendix G spells out the procedures followed by the observers in Phase I and includes a list of all rating scales employed. Appendix H provides similar information on the observations in Phase II. Appendix I presents the brief interview schedule used in Phase II for a telephone follow-up of respondents who had left their original employers.

Keywords: **Attitude surveys, Job satisfaction, Quality of worklife,** Quality of life, Job analysis, Absenteeism, Earnings, Fringe benefits, Performance evaluation, Incentives, Labor relations, Mobility, Motivation, Productivity, Work environment, Employment surveys.

See also report dated Apr 75, PB-241 908, and Volume 1, PB-280 669.

PB-280 670/1/XCB PC **A09**/MF **A01**

DL-92-26-72-35-3
Effectiveness in Work Roles: Employee Responses to Work Environments. Volume I. Final rept. 15 Jun 72-31 Dec 77,
Michigan Univ., Ann Arbor. Survey Research Center.
R. P. Quinn. 31 Dec 77, 826p DLMA-92-26-72-35-3

This study had four general objectives: (1) to assess associations between aspects of working conditions and indicators of employees' work role effectiveness; (2) to identify personal and situational characteristics that limit associations between working conditions and effectiveness; (3) to begin to map the statistical structure of associations among various classes of effectiveness measures; and (4) to assess the validity of effectiveness indicators when measured in different ways and tested against different causal factors. Major methodological findings were that information from different sources regarding working conditions and worker behavior is in agreement only for relatively unambiguous and external aspects of work. As the abstractness and, thus, potential ambiguity of a measure increase, assessments from workers, observers and supervisors become increasingly liable to judgmental biases, such as the halo effect. Major substantive results include identification of stress effects upon worker attitudes and behaviors, including a withdrawal syndrome that begins with frequent absences and culminates in voluntary turnover.

Keywords: **Attitude surveys, Job satisfaction, Quality of worklife,** Quality of life, Job analysis, Absenteeism, Earnings, Fringe benefits, Performance evaluation, Incentives, Labor relations, Mobility, Motivation, Productivity, Work environment, Employment surveys.

See also report dated Apr 75, PB-241 907, and Volume 2, PB-280 670.

PB-280 669/3/XCB PC **A99**/MF **A01**

DL-99-3-0605-77-066-01
Process and Implementation Issues in the Design and Conduct of Programs to Aid the Reemployment of Dislocated Workers,
Mathematica Policy Research, Inc., Princeton, NJ.
W. Corson, R. Maynard, and J. Wichita. 30 Oct 84,
321p* R-7552-07

The Department of Labor awarded grants to organizations in six areas to implement one-year demonstration programs during the 1983 federal fiscal year aimed at assisting the readjustment of dislocated workers. These areas were Alameda County, CA; Buffalo, NY; Lehigh Valley, PA; Mid-Willamette Valley, OR; Milwaukee, WI; and Yakima, WA. This report addresses issues pertaining to the operational feasibility and programmatic outcomes of alternative replicable approaches for providing employment-related services to dislocated workers. Among the findings and recommendations presented in the report are the following: (1) programs should target their services toward workers in declining industries and not necessarily limit their services to workers from specific plants; (2) the services offered should include job-search assistance, job development, and retraining; (3) training areas, providers, and recipients must be selected with great care to ensure that the trainees have the ability and aptitude to complete training, that the training is competently delivered at reasonable cost, and that employment opportunities are available for completers; (4) a case management approach to service delivery tends to improve performance; (5) the average cost per participant of providing a comprehensive set of job-search-assistance services was about $700, on-the-job training was about $1,400, and classroom training was about $2,000; and finally (6) placement rates ranged from 30 to 80 percent in the demonstration sites.

Keywords: **Employment, Cost analysis, Dislocated workers,** Placement, Government policies, Projects, Evaluation, Education, Specialized training.

PB85-146702/XCB PC **A14**/MF **A01**

DL-99-3-3239-75-120-01
Youth Employment and Training Programs: The YEDPA (Youth Employment and Demonstration Projects Act) Years. Final rept. 1978-81,
National Research Council, Washington, DC.
C. L. Betsey, R. G. Hollister, and M. R. Papageorgiou. 1985, 507p ISBN-0-309-03595-3, DLETA-99-3-3239-75-120-01

A panel of experts reviewed reports on Federally-funded youth programs conducted during 1978-81. Limitations on the implementation of both programs and research restricted the amount of useable knowledge produced concerning which types of services were most effective. Nevertheless, the panel concluded that Job Corp was a useful and cost effective means of serving disadvantaged youth, and that the Youth Incentive Entitlement Pilot Program was effective in terms of providing income and work experience for disadvantaged in-school youth. Short-term training in job search techniques had long-term effects in helping youth to form permanent labor market attachments. The panel recommended that future program priority be given to inner-city, minority, high school dropouts and that research be conducted on how to more effectively deliver to them remedial education, skills training and job placement services.

Keywords: **Employment, Training programs, Youth Employment and Training Program,** Attitudes, Education, Effectiveness, Government policies, Socioeconomic status.

Library of Congress catalog card no. 84-25856. Sponsored by Employment and Training Administration, Washington, DC.

PB86-138971/XCB PC **A22**/MF **A01**

DL-99-5-482-04-18
Can Benefit Adequacy Be Predicted on the Basis of UI Claims and CWBH Data. Final rept.,
Arizona Dept. of Economic Security, Phoenix.
J. L. Kingston, P. L. Burgess, R. D. St. Louis, and J. T. Sloane. 1981, 45p DLETA/UIS-81/2

The study purpose was to find out whether unemployment insurance claims data available to state employment security agencies or claims data together with information that would be available from the Continuous Wage and Benefit History (CWBH) data bank under development could be used to predict known values of a measure of the adequacy of the weekly benefit amount for individual unemployment insurance beneficiaries. A statewide random sample of beneficiaries in Arizona who had received payment for the fifth consecutive week of unemployment benefits was selected over a one-year period during 1975-6. Data sources were unemployment insurance claims files and interviews administered at the fifth consecutive week of unemployment. Multiple linear regression techniques were utilized to estimate the equations developed to predict the values of the benefit adequacy measure. Results indicate that the method used in this study does not represent a useful basis for developing relatively inexpensive techniques for conducting benefit adequacy studies. Findings suggest that information on income and household composition must be supplemented with actual or estimated data on household expenditure patterns to predict individual benefit adequacy values with a reasonable degree of accuracy.

Keywords: **Unemployment, Insurance,** Predictions, Income, Models, Accuracy, Data acquisition, Surveys.

PB83-140566/XCB PC **A03**/MF **A01**

DL-99-5-482-04-18
Adequacy of Unemployment Insurance Benefits: An Analysis of Weekly Benefits Relative to Preunemployment Expenditure Levels. Final rept.,
Arizona Dept. of Economic Security, Phoenix.
P. L. Burgess, and J. L. Kingston. 1978, 200p DLETA/UIS-78/2

The major purpose of this study was to evaluate the adequacy of the weekly benefit amount in unemployment insurance by determining the extent to which it helped beneficiaries maintain their preunemployment living standard. A statewide random sample of Arizona unemployment insurance beneficiaries who had received payment for the fifth consecutive week of benefits was selected over a one-year period during 1975-76 and interviewed. An analysis was carried out to determine the extent to which weekly benefits met the beneficiaries' share of a bundle of expenses (necessary/obligated expenses) during the preunemployment month. The share was based on the proportion beneficiary wages were of household income.

Keywords: **Unemployment, Insurance,** Surveys, Arizona, Income, Salaries, Expenses, Households.

PB83-148528/XCB PC **A09**/MF **A01**

DL-99-5-482-04-18
Changes in Spending Patterns Following Unemployment. Occasional paper (Final),
Arizona Dept. of Economic Security, Phoenix.
P. L. Burgess, J. L. Kingston, R. D. St. Louis, and J. T. Sloane. 1981, 50p DLETA/UIS-81/3

The report is an extension of an analysis of the adjustments undertaken by unemployment insurance beneficiary households during periods of compensated unemployment. Thirteen spending categories are examined for changes in spending made by the study group between the preunemployment month and the month prior to the thirteenth consecutive week of compensated unemployment. The permanent income hypothesis is used as a framework in interpreting the expenditure adjustments. A statewide random sample of beneficiaries in Arizona who had received payment for the fifth consecutive week of unemployment benefits was selected over a one-year period during 1975-6. Adjustment data were collected on the subsample of beneficiaries who received the thirteenth consecutive unemployment benefit check. Data sources were interviews administered at the fifth and thirteenth consecutive week of compensated unemployment. As expected, the mean reduction in consumption spending was less than the reduction in mean gross recurring household income. Even though the decline in monthly spending was much less than the decline in gross recurring household income, the results suggest that, on average, the beneficiaries' unemployment spell was not fully anticipated by the beneficiary household.

Keywords: **Unemployment, Behavior,** Income, Surveys, Insurance, Households, Arizona, Unemployment insurance.

PB83-148833/XCB PC **A03**/MF **A01**

DL-99-5-482-04-18
Adequacy of Unemployment Insurance Benefits: An Analysis of Adjustments Undertaken through Thirteen and Twenty-Five Weeks of Unemployment. Final rept.,
Arizona Dept. of Economic Security, Phoenix.
J. L. Kingston, P. L. Burgess, and C. Walters. 1978, 204p DLETA/UIS-78/6

The purpose of this report was to analyze the adjustments undertaken by unemployment insurance beneficiary households during periods of compensated unemployment. A statewide random sample of Arizona beneficiaries who had received payment for the fifth consecutive week of unemployment benefits was selected over a one-year period during 1975-6. Follow-up interviews on those sample beneficiaries receiving checks for their thirteenth and twenty-fifth consecutive weeks of compensated unemployment showed that about two-thirds of the beneficiaries surveyed at each period reduced their necessary and obligated expenses from the employed month to month prior to the interviews. The principal sources of cash to help meet household expenses were savings loans and sale of personal property.

Keywords: **Unemployment, Insurance, Attitudes,** Arizona, Payment, Expenses, Behavior.

PB83-149823/XCB PC **A10**/MF **A01**

DL-99-6-788-04-24
Development of Theoretical and Empirical Measures of Unemployment Insurance Reserve Fund Adequacy. Final rept.,
Oklahoma State Univ., Stillwater. Coll. of Business Administration.
E. F. Baskin, and G. L. Hite. Sep 77, 126p DLETA/UIS-77-9

When the Unemployment Insurance (UI) System was created in the mid 1930s a primary objective was to provide some means of economic security to workers who through no fault of their own had become unemployed. The primary source of financing the benefit payments is a payroll tax on employers collected by the States and deposited within the Federal Unemployment Trust Fund. As unemployment rises, reserve funds are withdrawn from the trust fund to pay benefits. When the economy recovers, tax solicitation exceed benefits and tend to replenish the fund. The systems generally worked well during the first three decades of UI but during the 1970s the system started with the largest reserve balance in its history, over $12.8 billion and wound up with half the States becoming insolvent and the system requiring substantial borrowing from general revenues to make benefit payments. The study looks at this, considers what is needed for trust fund adequacy and examines financial data to determine what reforms are necessary to guarantee long-run solvency of the entire system.

Keywords: **Unemployment, Insurance,** Financial management, Fiscal policies, State government, Businesses.

PB83-149401/XCB PC **A07**/MF **A01**

DL-99-6-804-04-20
Effect of Alternative Partial Benefits Formulas on Beneficiary Part-Time Work Behavior. Unemployment insurance occasional paper (Final),
National Opinion Research Center, Chicago, IL.
N. M. Kiefer, and G. R. Neumann. 1979, 81p DLETA/UIS-79/6

The purpose of the study was to assess the effect of partial benefit formulas on the incentive to take part-time work. Two types of partial benefit formulas were examined. Under one earnings are ignored up to a certain amount (the disregard) and further part-time earnings are reduced dollar for dollar. Under the other, the weekly benefit amount is reduced by a fraction of part-time earnings. A model of labor supply was set up and predictions made about part-time work. The predictions were compared with data from the work histories of individuals in the four states. Differences in formulas were found to have no significant effect on the extent of part-time work. The supply of part-time jobs seemed to have more significant effect on part-time work than any other variable.

Keywords: **Employment, Incentives,** Insurance, Behavior, Unemployment, Fringe benefits, Unemployment insurance.

PB83-146811/XCB PC **A05**/MF **A01**

DL-99-6-829-04-36
Study of Measures of Substantial Attachment to the Labor Force, Volume I. Final rept.,
Urban Systems Research and Engineering, Inc., Cambridge, MA.
C. Pleatsikas, L. N. Bailis, and J. Dernburg. 1978, 101p DLETA/UIS-78-3-1

The differential effects of four major formulas for unemployment insurance (UI) benefit entitlement are analyzed for samples of claimants filling for benefits in Michigan, Minnesota, New York, and Oregon. Sample totals as well as various cohorts are subjected to investigation and analysis. The wage and salary work experience in a 52 week period, the base period, for each claimant provides the basis for measurement. The authors conclude that the formula specifying a total dollar amount of earnings in the base period does not perform its intended objective of measuring length of time worked, primarily due to vastly differing wage rates. The remaining three--number of weeks worked, the calendar quarter of the base period in which wages paid were the highest or some multiple of the claimant's weekly benefit amount--result in approximately the same total number of claimants qualifying for UI benefits. However, with respect to individual claimants these formulas are inconsistent in the treatment of base period work experience.

Keywords: **Unemployment, Insurance,** Salaries, Michigan, Minnesota, New York, Oregon, Surveys, Personnel, Characteristics.

See also Volume 2, PB83-147579.

PB83-147561/XCB PC **A06**/MF **A01**

DL-99-6-829-04-36
Study of Measures of Substantial Attachment to the Labor Force, Volume II. Final rept.,
Urban Systems Research and Engineering, Inc., Cambridge, MA.
C. Pleatsikas, L. N. Bailis, and J. Dernburg. 1978, 132p DLETA/UIS-78-3-2

The differential effects of four major formulas for unemployment insurance (UI) benefit entitlement are analyzed for samples of claimants filing for benefits in Michigan, Minnesota, New York, and Oregon. Sample totals as well as various cohorts are subjected to investigation and analysis. The wage and salary work experience in a 52 week period, the base period, for each claimant provides the basis for measurement. The authors conclude that the formula specifying a total dollar amount of earnings in the base period does not perform its intended objective of measuring length of time worked, primarily due to vastly differing wage rates. Volume II includes a literature review and the technical appendices for Volume I.

Keywords: **Unemployment, Insurance,** Salaries, Michigan, Minnesota, New York, Oregon, Surveys, Personnel, Characteristics.

See also Volume 1, PB83-147561.

PB83-147579/XCB PC **A07**/MF **A01**

DL-99-6-834-04-36
Federal Supplemental Benefits Program: Impact of PL 95-19 on Individual Recipients,
SRI International, Menlo Park, CA.
H. E. Felder, and R. J. Pozdena. 1978, 125p DLETA/UIS-78/4

PL 95-19 introduced federal eligibility and disqualification provisions that states were to enforce on third tier claimants under the FSB Program as of April 1977. The program operated from December 1974 through January 1978. To evaluate the impact, data from California, New York, Pennsylvania, and Washington were used. The analysis measured changes in benefit entitlement, WBA, weeks paid, total amount paid, exhaustion of benefits and denial of benefits between the period before and the period after enactment of the amendment. A salient finding was that the percent disqualified was significantly higher in 3 out of the 4 states. Most denials were for not actively seeking work.

Keywords: **Unemployment, Insurance,** Employment, National government, State government, Legislation, California, New York, Pennsylvania, Washington(State), PL 95-19.

PB83-149179/XCB PC **A06**/MF **A01**

DL-99-6-834-04-38
Federal Supplemental Benefits Program: National Experience and the Impact of PL 95-19,
SRI International, Menlo Park, CA.
H. E. Felder, and R. W. West. 1978, 91p DLETA/UIS-78/1

The FSB program of third tier benefits was enacted on December 31, 1974 and was scheduled to continue until January 31, 1978. The report evaluates various aspects of the program and includes information on number of recipients and denials, amount of payments, and characteristics of recipients. To evaluate the impact, aggregate data from 13 states were used. There were few statistically significant changes in the number of individuals who filed an initial claim or who received a first payment. All measures of denials and determinations showed increases as a result of the change.

Keywords: **Unemployment, Insurance,** National government, State government, Employment, Requirements, Legislation, Characteristics, Unemployment insurance.

PB83-149633/XCB PC **A05**/MF **A01**

DL-99-6-834-04-38
Statistical Evaluation of the Impact of Disqualification Provisions of State Unemployment Insurance Laws. Final rept.,
SRI International, Menlo Park, CA.
H. E. Felder. 1979, 183p DLETA/UIS-79/1

The 53 State Unemployment Insurance Programs (UI) provide for disqualification from receipt of benefits by a claimant for quitting his job, being discharged for misconduct or refusing a referral to or offer of suitable work without good cause. The study examines some effects on such claimants of the disqualification provisions of five of the 53 jurisdictions by comparing claimants receiving UI payments with those who were disqualified. The comparisons are made based on demographic and economic characteristics, duration of unemployment and the post unemployment labor market experience of random samples of claimants in each of the study States. In addition to presenting selected economic and demographic characteristics the analysis is based on hypotheses of no differences between the groups and multivariate regression analysis.

Keywords: **Unemployment, Insurance,** Personnel, Characteristics, State government, Surveys, Claims, Cancellation.

PB83-152272/XCB PC **A09**/MF **A01**

DL-99-7-887-04-06
Impact of Extension of Coverage to Agricultural Workers Under PL 94-566, Their Characteristics and Economic Welfare. Final rept.,
Delaware Univ., Newark. Dept. of Agricultural and Food Economics.
J. Elterich, and L. Graham. 1977, 77p DLETA/UIS-77/1

The impact of the agricultural coverage provisions contained in the 'Unemployment Compensation Amendments of 1976' is investigated, based on a fifteen State surveyed sample of farm employers and their workers conducted in 1971. Coverage, demographic, employment and migratory characteristics of covered workers and their economic welfare are analyzed. The author's major conclusions: about half of all hired farm workers are covered by the law, over four out of five covered workers are insured, somewhat less than one out of three insured workers become beneficiaries, and nearly one out of four beneficiaries exhausts benefit entitlement. Major labor force participation status is analyzed, leading to findings that surveyed workers reported an average of 42 weeks of employment with 2/3 of that employment occurring in nonfarm work. Unemployment and out of the labor force experience is presented in considerable detail for various groups including age, race/ethnic, sex, industry, and occupational groups. Financial aspects show that average annual earnings amount to $3,613. Workers who are in the labor force all year earn twice as much as others. Actual benefits amount to 14 percent of earnings and about 1/3 of potential benefits.

Keywords: **Unemployment, Insurance,** Farms, Characteristics, Age, Sex, Ethnic groups, Labor force.

PB83-147819/XCB PC **A05**/MF **A01**

DL-99-7-887-04-06
Impact of PL 94-566 on Agricultural Employers and UI (Unemployment Insurance) Trust Funds in Selected States. Final rept.,
Delaware Univ., Newark. Dept. of Agricultural and Food Economics.
J. Elterich, and L. Graham. 1977, 40p DLETA/UIS-77-2

The study estimates the proportion of agricultural employers and their characteristics covered by the unemployment insurance(UI) agricultural labor provisions contained in the Unemployment Compensation Amendments of 1976. Costs of UI benefit payments to agricultural workers and their impact on state UI trust funds are also estimated.

Keywords: **Legislation, Agriculture, Unemployment insurance, Employers,** Economic impact, Cost estimates, Farms, Agribusiness.

PB83-147827/XCB PC **A03**/MF **A01**

DL-99-9-805-04-02
Analysis of UI (Unemployment Insurance) Recipients' Unemployment Spells. Final rept.,
Mathematica Policy Research, Inc., Princeton, NJ.
W. Corson, and W. Nicholson. 1983, 133p DLETA/UIS-83/1

The major purposes of the study were to evaluate how data from the Continuous Wage and Benefit History (CWBH) system can be used to describe and analyze UI recipients' unemployment experiences and to evaluate how the CWBH data can be supplemented to examine unemployment experiences more fully. Interviews were conducted in Missouri and Pennsylvania at the end of the UI recipients' benefit year, during the period from October 1980 to March 1981, to obtain such information as length of completed unemployment spells, post-unemployment wages, and use of the Employment Service (ES). Three interviewing techniques were used: (1) a telephone interview; (2) a detailed mail interview; and (3) an abbreviated mail interview. The total target sample size for the study was 2,800 individuals. Descriptive information on UI recipients' unemployment spells was obtained.

Keywords: **Unemployment, Insurance,** Surveys, Salaries, Employment, Missouri, Pennsylvania, Interviews, Personnel.

See also PB84-151471.

PB84-151463/XCB PC **A07**/MF **A01**

DL-99-9-805-04-02
Guide to the Analysis of UI (Unemployment Insurance) Recipients' Unemployment Spells Using a Supplemented CWBH (Continous Wage and Benefit History) Data Set. Final rept.,
Mathematica Policy Research, Inc., Princeton, NJ.
L. Blanchard, and W. Corson. 1983, 166p DLETA/UIS-83/2

The report is intended to be used, in conjunction with the report, 'An Analysis of UI Recipients' Unemployment Spells', to provide a guide for conducting UI research studies such as the analysis of UI recipients' unemployment spells. The guide provides instructions for replicating the study conducted by MPR as well as for modifying the data collection strategy to examine other questions. There are four sections to the guide. Chapter II discusses development of the study design including identifying questions to be addressed, data sources, sample sizes and choice of interviewing method. Chapter III provides a guide to fielding the supplementary interview by telephone or mail. Manual quality control methods are also discussed. Chapter IV explains the creation of an analysis file including the use of computerized quality control checks. The last chapter discusses how to proceed with the analysis, including the choice of analytic technique, explanatory variables and analysis sample, and the analysis of non-response. The appendix contains the telephone and mail interviews and an interviewer training manual.

Keywords: **Unemployment, Personnel,** Surveys, Sampling, Interviews, Methodology, Insurance.

See also PB84-151463.

PB84-151471/XCB PC **A08**/MF **A01**

DL-99-9-807-04-23
Effects of Aggregate Unemployment Insurance Benefits in the U.S. on the Operation of a Local Economy. Unemployment insurance occasional paper (Final),
Arizona Univ., Tucson. Dept. of Economics.
R. L. Oaxaca, and C. A. Taylor. 1983, 73p* DLETA/UIS-83/3

In this study, estimations are made of the effects of national as well as local UI benefit payments on a local economy. The Phoenix Arizona SMSA in 1975-76 served as the local labor market. The impact of UI benefits was measured for economic activity such as employment, local sales, disposable personal income, labor force and population. The Maricopa County

(Phoenix Arizona SMSA) annual forecasting model developed by the University of Arizona and the Data Resources Incorporated (DRI) quarterly forecasting model were used for simulations. The simulations produced estimates of the effects of the absence of benefit payments on the local and national economies, the effects of the absence of benefit payments locally on the local economy, and lastly, the effects of the absence of benefit payments nationally on the local economy.

Keywords: **Unemployment, Insurance,** Economic analysis, Urban areas, Arizona, Forecasting, Models, Phoenix(Arizona).

PB84-150317/XCB PC **A04**/MF **A01**

DL-1722-820142
Role of the Mexican Urban Household in Decisions about Migration to the United States. Final rept.,
Texas Univ. at Austin. Inst. of Latin American Studies.
H. A. Selby, and A. D. Murphy. 1979, 72p*

This is a report on the factors underlying the decisions on the part of Mexican households to send their members to work outside of the home, and, in particular, to the United States.

Keywords: **Population migration, Employment, Ethnic groups, Mexicans,** Decision making, Urban areas, Skilled workers, Unskilled workers, Manpower, Socioeconomic status, Income.

Prepared in cooperation with Georgia Univ., Athens. Dept. of Anthropology, and INDECO, Mexico.

PB81-108839/XCB PC **A04**/MF **A01**

DL-21117826
Illegal Immigration and United States Foreign Policy. Final rept.,
Brookings Institution, Washington, DC.
M. D. Morris, and A. Mayio. Oct 80, 256p* DLETA-21-11-78-26-1

The study examines how illegal immigration affects U.S. foreign relations. It reviews the level and sources of illegal immigration, the conditions that contribute to it, the actions that might be taken to curtail it, the effects of these actions on the principal source countries, on the United States, and on relations between these countries and the U.S.

Keywords: **Population migrations, Foreign relations,** United States, Foreign countries, Government policies, Employment, Unemployment, Mobility, Economic conditions, Urban areas, Border control, Illegal aliens.

PB81-128746/XCB PC **A12**/MF **A01**

DLETA-20-25-80-27
Demonstration Office System for ES Research. Final rept., 1980-81,
Urban Systems Research and Engineering, Inc., Cambridge, MA.
L. N. Bailis. Mar 82, 58p DLETA-20-25-80-27

This report is an assessment of the pilot test of the Job Service Demonstration Offices System. This system is an approach to improving research, development and evaluation activities involving the Job Service that include designation of offices in advance of the specification of specific research projects and working with these offices to design and conduct demonstration, experiments or evaluations likely to improve the cost effectiveness of local office operations. This report summarizes the first two years of experience. Participants at all levels expressed satisfaction with the joint Federal, regional, State and local office joint planning process, with the State and local office involvement seen as making the resulting study results more credible to other participants in the public employment service system.

Keywords: **Employment, Services,** Manpower, Placement, Statistical analysis, National government, State government, Local government, Cost effectiveness.

PB83-248033/XCB PC **A04**/MF **A01**

DLMA-DD-06-80-024
Impact of Rater-Rates Similarity in the Selection of Job Applicants. Final rept. 15 Sep 80-1 Dec 81,
California Univ., Berkeley. Inst. of Industrial Relations.
W. Glick. Dec 81, 390p DLMA-DD-06-80-023-1

Selection among job applicants may be affected by similarity of rater and ratee on job-irrelevant dimensions (eg., race, sex, social affiliations, hometown), potentially leading to discriminatury hiring practices. A critical literature review indicates that the predicted positive, as well as non-significant and even negative similarity-rating relations are observed. Four social psychological models suggest different conditions for limiting or reversing the sign of the predicted similarity-rating relation. These conditions were manipulated in a simulation of the rating process using students as raters.

Keywords: **Personnel selection,** Attitudes, Ethnic groups, Females, Males, Negroes, Students, Performance evaluation, Statistical analysis.

PB82-151952/XCB PC **A17**/MF **A01**

DLMA-21-37-73-25
Executive Summary of Flue-Cured Tobacco Harvest Labor: Its Characteristics and Vulnerability to Mechanization. Final rept. 1972-77,
North Carolina State Univ. at Raleigh. Dept. of Economics and Business.
D. M. Hoover, and L. B. Perkinson. Jun 77, 16p
ECONOMICS SPECIAL-46, ERR-38-SUMM, DLMA-21-37-73-25

The composition of the 1972 flue-cured tobacco harvest work force in an eight-county area of eastern North Carolina was determined from a sample survey of households. The nonharvest employment and earnings of individuals and households was also determined. U.S. Department of Agriculture estimates of aggregate labor displacement expected to arise from adoption of bulk curers and mechanical harvesters were applied to the work force of the study area to estimate the impact on the earnings of individuals and the income of households. Adjustments to the estimated reduction in employment were simulated. The effect of a reduction in the demand for tobacco was also analyzed. The belt-wide impact of mechanization was estimated for the analysis of the eight-county area.

Keywords: **Tobacco plants, Harvesting, Manpower, Agricultural economics, Flue cured tobacco,** Vulnerability, Surveys, Agricultural machinery, Harvesters, Crop driers, Farm storage, Curing, Economic models, Automation, Rural areas, Population migrations, Estimates, Demand(Economics), Employment, Tables(Data), North Carolina, Labor force.

See also PB-273 892.

PB-273 891/2/XCB PC **A02**/MF **A01**

DLMA-21-37-73-25
Flue-Cured Tobacco Harvest Labor: Its Characteristics and Vulnerability to Mechanization. Final rept. 1972-77
North Carolina State Univ. at Raleigh. Dept. of Economics and Business.
D. M. Hoover, and L. B. Perkinson. Jun 77, 183p ERR-38, DLMA-21-37-73-25-1

The composition of the 1972 flue-cured tobacco harvest work force in an eight-county area of eastern North Carolina was determined from a sample survey of households. The nonharvest employment and earnings of individuals and households was also determined. U.S. Department of Agriculture estimates of aggregate labor displacement expected to arise from adoption of bulk curers and mechanical harvesters were applied to the work force of the study area to estimate the impact on the earnings of individuals and the income of households. Adjustments to the estimated reduction in employment were simulated. The effect of a reduction in the demand for tobacco was also analyzed. The belt-wide impact of mechanization was estimated for the analysis of the eight-county area.

Keywords: **Tobacco plants, Harvesting, Manpower utilization, Agricultural economics, Flue cured tobacco,** Vulnerability, Surveys, Agricultural machinery, Harvesters, Crop driers, Farm storage, Curing, Automation, Rural areas, Population migration, Economic models, Employment, Income, Demand(Economics), Regional planning, North Carolina.

PB-273 892/0/XCB PC **A09**/MF **A01**

DLMA-33-35-75-01
Supported Work in Transition: Early Post-Demonstration Operating Experience,
Manpower Demonstration Research Corp., New York.
S. Trazoff. Feb 81, 75p DLMA-33-35-75-01-18

Between 1975 and 1978 the effectiveness of a highly structured employment program called supported work was tested at 15 locations across the country. The program was designed to improve the long-term employability of persons whose poor work habits and personal characteristics made successful entry into regular market unlikely. The purpose of the sections which follow is to highlight the major developments which affected the program during 1979. Especially important were the addition of new sites and the modification of certain program elements related to both funding arrangements and target group specifications as the sites moved beyond the experimental stage of the demonstration.

Keywords: **Employment, Project management,** Unemployment, Unskilled workers, Manpower.

PB81-167734/XCB PC **A04**/MF **A01**

DLMA-91-46-70-35
Central Place Functional Change in an Area of Population Decrease. Final rept.,
Texas Univ. at Austin.
J. P. Appelt. May 75, 206p DLMA-91-46-70-35-1

Functional changes in forty central places in an agricultural area undergoing population change, western Kansas, were examined for 1950 to 1970. County seats and places at least twenty miles distant from a larger neighbor gained central functions; all others lost them. Percentage change in residential population and number of road links added significant explanation to multiple regression models. A central place hierarchy was elucidated by factor and grouping analyses of numbers of offerings of specific activities. Three relatively stable groups of places included one composed generally of non-county seat places, another of county seats, and a third of places of greater centrality. Comparison of minimal sets of activities showed a decrease in the number of functions characteristic of lower order places, but an increase in those characteristic of medium and high order places. These characteristics of individual tertiary establishments varied significantly among the three orders of places: incomes and ages of decision-makers, numbers of workers, proportions of managers vs. entrepreneurs, and percent of income from other sources.

Keywords: **Population migrations, Rural areas,** Factor analysis, Statistical analysis, Income, Age, Planning, Manpower, Farms, Mathematical models, Businesses, Kansas, Theses, Small businesses.

PB-289 046/5/XCB PC **A10**/MF **A01**

DOS-1722-820142
Socioeconomic Incentives for Migration from Mexico to the United States: Magnitude, Recent Changes, and Policy Implications. Final rept.,
Texas Univ. at Austin. Dept. of Economics.
M. E. Conroy, M. C. Salas, and F. Vila-Gonzalez. Jul 80, 161p

The purpose of the report is to present new evidence of the magnitude of recent estimated real wage differentials for low-skill laborers across regions within Mexico and through the Southwestern United States; to show the trend in those wage differentials across recent years, with specific attention to the effect of recent devaluations of the Mexican peso; to broaden the analysis of socioeconomic incentives to a series of measures beyond real wages alone; and to suggest policy implications with respect to migration which emerge from this analysis of changing incentives in the context of broader interrelationships between the two countries.

Keywords: **Occupational mobility, Migration, Mexico, Illegal aliens,** United States, Incentives, Economic factors, Socioeconomic status, Economic conditions, Agricultural economics, Unskilled workers, Tables(Data), Population migration, Income, Earnings, Employment, Salaries, Households, Low income groups, Labor markets, Farm workers, Agricultural workers, Wages, Mexicans, Migrant workers.

Prepared in cooperation with Instituto Politecnico Nacional, Mexico City, MX.

PB81-113276/XCB PC **A08/MF A01**

DOS-1722-820142
Agrarian Structure and Labor Migration in Rural Mexico: The Case of Circular Migration of Undocumented Workers to the U.S.,
Texas Univ. at Austin. Dept. of Economics.
K. D. Roberts, and G. T. Elizondo. Jul 80, 303p

The purpose of the study is to determine the specific agricultural conditions in Mexico which cause off-farm wage labor to take the form of undocumented migration to the U.S. The report reviews economic and anthropological migration literature and develops a migration model which is applied to 4 rural areas of Mexico. The principal conclusion to emerge from this research is that regional agricultural development will not necessarily stem the flow of migratory wage labor to the U.S. The Bajio, which contributed most heavily to the U.S. migration stream, was the most developed of the 4 zones studied, and within this zone there were no significant differences between migrant and nonmigrant households with respect to most economic indicators. Migrant households were found to be significantly larger through the incorporation of more adult members into the extended family. Higher farm incomes in that zone permit more individuals to claim a share of farm production, while lower farm labor requirements and higher cash outlays dictate that the majority of labor by these members will be in off-farm occupations. This household structure encourages U.S. migration by partially off-setting through occupational diversification the higher level of risk associated with this activity.

Keywords: **Occupational mobility, Agricultural economics, Migration, Mexico, Illegal aliens,** United States, Unskilled workers, Economic factors, Population migration, Rural areas, Income, Farms, Earnings, Households, Employment, Salaries, Low income groups, Labor market, Farm workers, Agricultural workers, Wages, Mexicans, Migrant workers.

Prepared in cooperation with Centro Nacional de Investigaciones Agrarias, Mexico City, MX.

PB81-113284/XCB PC **A14/MF A01**

EDA-21-36-76-18
Youth Labor Force 1945-1995: A Cross-national Analysis,
Columbia Univ., New York. Conservation of Human Resources Project.
B. G. Reubens, J. A. C. Harrisson, and K. Rupp. Dec 80, 611p DLETA-21-36-76-18-1

This study of the youth labor force (15-25 years old) in twelve industrialized countries 1945-1995 finds that medium-term trends in the youth labor force and differences among countries are largely explained by supply-side factors, such as demographic developments and changes in education enrollment rates. Decreased household responsibilities among females, especially young adults, and rising proportions of young people who combine education and labor force participation also explained differences in national trends. Absolute and relative earnings trends of youth do not appear to vary in a consistent or expected fashion with medium-term trends in labor force participation rates. Disincentive effects of government social programs on youth labor force participation were not revealed in our analysis of patterns across countries in the proportion of young people who were neither in school nor the labor force (NISLF). The study explores in detailed chapters conceptual and data problems in comparative labor force analysis, demographic developments in the twelve countries, educational enrollment trends, hours and weeks of work of youth, young people neither in school nor the labor force, the position of minority youth within countries and projections of youth population, education and labor force.

Keywords: **Youths, Employment,** Education, Statistical analysis, Minority groups, Ethnic groups, Females, Population migration, Schools, Earnings, Government policies, Population growth, Socioeconomic status, Students, Unemployment, Males.

PB81-178071/XCB PC **A99/MF A01**

EDA-23-24-75-07
Continuous Longitudinal Manpower Survey - Net Impact Report No. 1 - Impact on 1977 Earnings of New FY 1976 CETA Enrollees in Selected Program Activities. Final rept.
Westat, Inc., Rockville, MD. Research Div.
Mar 81, 165p MEL-80-20

The report presents the first formal estimates of the net impact of Comprehensive Employment and Training Act (CETA) decentralized programs on participants' postprogram earnings. The impacts were measured by differences in Social Security covered earnings between the Continuous Longitudinal Manpower Survey (CLMS) sample of CETA participants and a matched comparison group drawn from the Current Population Survey (CPS), after adjustment by regression methods for differences in background factors. The estimates, for the initial postprogram year 1977 for CETA FY 1976 entrants, find a positive impact on the order of $300 for the year. There was very considerable variation found within the overall average, however, by (1) type of program; (2) preprogram earnings history; (3) sex; and (4) those placed vs. not placed at termination.

Keywords: **Specialized training, Employment,** Earnings, Disadvantaged groups, Evaluation, Project management, Background, Qualifications, Comprehensive Employment and Training Act, NTISLABPEE, NTISLABETA.

PB81-206427/XCB PC **A08/MF A01**

EPA-99-3-3229-75-103-01
Job Training Partnership Act: Performance Standards for Reductions in Welfare Dependency. Volume 3. Synthesis and Recommendations. Final rept. Sep 83-Sep 84,
Berkeley Planning Associates, Inc., CA. Westat, Inc., Rockville, MD.
D. Kogan, M. Vencill, M. Rogers, L. T. Barker, and M. S. Franks. 15 Sep 84, 116p* BPA-158/3

This volume summarizes a range of design and implementation feasibility issues for developing performance standards for measuring welfare dependency reductions under Title IIA of the Job Training Partnership Act (JTPA). Recommended performance measures for those program terminees who were on welfare at entry into JTPA are described in the areas of (1) employment status at program termination; (2) employment status at a follow-up period; (3) earnings level at a follow-up period; and (4) welfare status and reduction in monthly welfare grant at a follow-up period. Alternative data sources and different ways to compute each performance measures are discussed. Alternative implementation scenarios to guide DOL decision-making on performance standards implementation are presented.

Keywords: **Social welfare, Performance standards, Job training,** Employment, State government, Local government, Project management, Decision making, Job Training Partnership Act, US Department of Labor.

See also Volume 2, PB85-125565.
Also available in set of 3 reports PC E99, PB85-125540.

PB85-125573/XCB PC **A06/MF A01**

ETA-91-09-76-54
Support for Affirmative Action in Women's Employment: The Influence of Sex, Self-Interest and Social Inequality in the United States and England. Final rept.,
Yale Univ., New Haven, CT.
J. P. Grigsby. Dec 83, 350p

Using 1975 survey data from the US and England, this study explored the determinants of attitudes toward affirmative action in women's employment. The study asserted that affirmative action is controversial because it attempts to change a country's stratification system. Individuals respond to affirmative action in terms of both their subjective orientations toward the stratification system and their objective status within that system. Objective status determines how individuals perceive their self-interest regarding affirmative action. Specifically, institutionalized sexual inequality creates conflicting influences on both men's and women's self-interest. The analysis found minimal additive effects but substantial interactive effects of sex. In each country, nearly one half the variance in men's attitudes was explained, but only negligible proportions of the variance in women's attitudes. General orientations toward the stratification system and objective social status were the best predictors of men's attitudes. For women, perceptions of inequality in women's employment status were the best predictors. Hypothesized effects of country differences in institutionalized inequality were also generally supported. The failure to predict women's affirmative action support was interpreted in light of possible differential effects of the women's movement on men's and women's attitudes toward change in the system of sexual inequality.

Keywords: **Employment, Affirmative action, Women,** Great Britain, Females, Sex, Policies, Government, Socioeconomic factors.

Doctoral thesis.

PB85-118784/XCB PC **A15/MF A01**

ETA-99-3-0584-75-104-01
Early Service Delivery Area Implementation of the Job Training Partnership Act,
Westat, Inc., Rockville, MD. Research Div.
R. F. Cook, C. J. Reesman, K. Rupp, and W. M. Turnage. 15 Jun 84, 161p

This report covers a preliminary observation of twenty-two service delivery areas under the Job Training Partnership Act.

Keywords: **Employment, Project management, Implementation,** Observation, Specialized training, Industrial training, Education, Training partnership act.

PB84-242056/XCB PC **A08/MF A01**

ETA-99-3-0584-75-104-01
State Level Implementation of the Job Training Partnership Act,
Westat, Inc., Rockville, MD. Research Div.
R. F. Cook, V. L. Rawlins, C. J. Reesman, and W. M. Turnage. 16 May 84, 186p

The report examines the early state level implementation of the Job Training Partnership Act.

Keywords: **Project management, State government, Employment,** Projects, Economic development, Education, Project planning, Training partnership act, Private organizations, Implementation.

PB84-243575/XCB PC **A09/MF A01**

ETA-99-3-0584-75-104-01
Organization of Title III of the Job Training Partnership Act in Fifty States,
Westat, Inc., Rockville, MD. Research Div.
W. M. Turnage, R. F. Cook, and R. J. Cook. 14 May 84, 83p*

The report examines the projects implemented under title III of the Job Training Partnership Act in the fifty States.

Keywords: **Project management, Cost analysis, Specialized training,** State government, Education, Tables(Data), Charts, Manpower utilization, Dislocated workers.

PB84-245265/XCB PC **A05/MF A01**

ETA-99-3-0584-75-104-01
Early State Level Implementation of the Job Training Partnership Act,
Westat, Inc., Rockville, MD. Research Div.
R. F. Cook, V. L. Rawlins, C. J. Reesman, K. Rupp, and W. M. Turnage. 18 Apr 84, 123p

This phase of the research observed the start-up implementation of the Job Training Partnership Act (JTPA) at the State level in a randomly selected sample of twenty States during the period December 1983 to January 1984. These States were selected to be representative by size as measured by Transition Year (TY) 1984 Title IIA (grants to States for training programs) and III (dislocated worker) program allocations and by region of the country. The emphasis in this report is on organization of JTPA at the State level and on launching of the Title III programs. A later report covers Title IIA and related implementation issues. Additional reports will cover early implementation by local Service Delivery Areas (SDAs) (April 1984); State and SDA TY 1984 program experience (September 1984) and Program Year (PY) 1984 (September 1985).

Keywords: **Personnel development, On job training,** State government, Implementation, Law(Jurisprudence).

PB85-116374/XCB PC **A06**/MF **A01**

ETA-99-3-0584-75-104-01
Transition Year Implementation of the Job Training Partnership Act. Evaluation rept. Oct 83-Jun 84,
Westat, Inc., Rockville, MD. Research Div.
R. F. Cook, R. L. Beatty, H. A. Hunt, S. F. Liebschutz, and G. E. Maclachlan. Jan 85, 420p DLETA-WSTT-02

The findings in this report cover Transition Year 1984 (Oct 1983 through June 1984) and provide an assessment of the implementation of the Job Training Partnership Act, Titles II-A and III. The sample covers twenty States and forty Service Delivery Areas. Westat collects data primarily through a network of 'field associates' most of whom are university professors residing in the sample States. The findings reflect the adjustments made by States and SDAs to a new manpower delivery system and some of the early results. Among other things, the contractor noted increased emphasis at the State and local levels on private sector involvement with employment and training programs as well as increased emphasis on training and job placements.

Keywords: **Training, Job Training Partnership Act,** Evaluation, Education, Manpower, Placement, Unemployment, Skilled workers.

PB85-198661/XCB PC **A18**/MF **A01**

ETA-99-3-0584-75-104-01
Dislocated Worker Projects under Title 3 of the Job Training Partnership Act. Rept. for Oct 83-Jun 84,
Westat, Inc., Rockville, MD. Research Div.
R. F. Cook. Apr 85, 231p

In January 1984, as a part of the Process Study of the Implementation of JTPA, Westat undertook the collection of information on the universe of Title III projects operating in the 50 States. This volume contains case studies of eight dislocated worker projects that vary according to the program operator, the eligible population, the services provided, and the labor market in which the project operated. The focus is on those projects which were thought to be relatively successful by the States and program operators. Westat collects data primarily through a network of 'field associates' most of whom are university professors residing in the sample States. Among other things, the contractor identifies the variations occuring between projects and similar patterns of implementation. A final chapter provides a summary of findings.

Keywords: **Dislocated workers, Job Training Partnership Act,** Evaluation, Education, Training, Specialized training, Unemployment, Skilled workers.

PB85-211928/XCB PC **A11**/MF **A01**

ETA-99-3-676-75-116-01
Status of Youth Employment Competency Systems under JTPA (Job Training Partnership Act). Final rept. 1 Oct 83-30 Sep 84,
Technical Assistance and Training Corp., Washington, DC.
S. D. Kornblatt, and A. L. Skvirsky. 30 Sep 84, 243p*

This report contains a description of the status of youth employment competency systems under the Job Training Partnership Act (JTPA) during FY 1984. Data were collected using a general letter survey instrument and nine onsite visits to selected sites. Findings and conclusions are presented along with recommendations to USDOL for FY 1984-1985 in regard to youth employment competency systems (YEC). The limited number of Service Delivery Areas that have a functioning youth employment competency system make the conclusions and recommendations tentative.

Keywords: **Employment, Youth programs,** Surveys, Performance standards, Education, Skills, Recommendations, State programs, Department of Labor, Program evaluation, Training, Onsite visits, Job Training Partnership Act.

PB85-119352/XCB PC **A11**/MF **A01**

ETA-99-3-0803-75-004-01
Serving the Dislocated Worker: A Report on the Dislocated Worker Demonstration Program. Final rept.,
Abt Associates, Inc., Cambridge, MA.
M. C. Jerrett, R. Jerrett, J. Kulik, J. Tilney, and J. Zornitsky. 31 Dec 83, 114p

In September, 1982, the Employment and Training Administration of the U.S. Department of Labor, funded six one-year dislocated worker demonstration programs in Alameda County, California; Buffalo, New York; Lehigh Valley, Pennsylvania; Milwaukee, Wisconsin; Mid-Willamette Valley, Oregon; and Yakima County, Washington. Abt Associates was involved in the design of the demonstration and in providing technical assistance to demonstration sites. The experiences of the projects in designing and operating the dislocated worker programs are shared in this report to provide assistance to designers of Job Training Partnership Act (JTPA) programs. To facilitate preparation of integrated JTPA planning, this report focuses on aspects of dislocated worker programs that set them apart from programs for the disadvantaged.

Keywords: **Personnel, Employment,** Education, Specialized training, Industrial training, Manpower utilization, Skilled workers, Dislocated workers.

PB84-225069/XCB PC **A06**/MF **A01**

ETA-99-3-0805-77-066-01
Case Study Buffalo Worker Reemployment Center, Buffalo, New York. Special rept.,
Mathematica Policy Research, Inc., Princeton, NJ.
CSR, Inc., Washington, DC.
L. M. Wright. Jan 84, 88p R-7552-01

At the conclusion of the 1982 Federal fiscal year, the Department of Labor awarded grants to organizations in six areas to implement one-year demonstration programs aimed at assisting the readjustment of dislocated workers. These areas were Alameda County, CA; Buffalo, NY; Lehigh Valley, PA; Mid-Willamette Valley, OR; Milwaukee, WI; and Yakima, WA. This report is a case study of the program operated in Buffalo, NY by the Buffalo and Erie County Private Industry Council between October 1, 1982 and September 30, 1983. This program served a total of 798 workers who were dislocated after 1979. All program participants received job seeking skills training, and job search assistance; 240 participants received on-the-job training; and 140 received classroom training.

Keywords: **Employment, Placement,** Skilled workers, Specialized training, Government policies, New York, Cost effectiveness, Education, Buffalo(New York).

Prepared in cooperation with CSR, Inc., Washington, DC.

PB84-225051/XCB PC **A05**/MF **A01**

ETA-99-3-0805-77-066-01
Case Study of the Milwaukee Dislocated Worker Demonstration Program. Special rept.,
Mathematica Policy Research, Inc., Princeton, NJ.
J. Wichita. 15 Sep 84, 57p R-7552-04

At the conclusion of the 1982 Federal fiscal year, the Department of Labor awarded grants to organizations in six areas to implement one-year demonstration programs aimed at assisting the readjustment of dislocated workers. These areas were Alameda County, CA; Buffalo, NY; Lehigh Valley, PA; Mid-Willamette Valley, OR; Milwaukee, WI; and Yakima, WA. This report is a case study of the program operated in Milwaukee, WI and which served workers from January thru September 1983. This program served a total of 2,713 workers who were dislocated after 1981. All program participants were part of a job placement pool and over 800 were referred to area job openings; 108 participants received on-the-job training; no classroom training was offered. Nine percent of the participants were placed at an average program cost of just over $231 per participant and $1,500 per placement. The placement rate for those receiving on-the-job training was above average (87 percent); while the cost per placement was only slightly above average for the on-the-job training participants ($1,678 as compared with $1,503 overall).

Keywords: **Employment, Education, Cost analysis, Dislocated workers,** Specialized training, Government policies, Manpower, Placement, Evaluation.

PB85-145746/XCB PC **A04**/MF **A01**

ETA-99-3-0805-77-066-01
Case Study of Project S.A.V.E.: The Yakima, Washington Dislocated Worker Demonstration Program. Special rept.,
Mathematica Policy Research, Inc., Princeton, NJ.
J. Wichita. 17 Sep 84, 96p R-7552-03

At the conclusion of the 1982 Federal fiscal year, the Department of Labor awarded grants to organizations in six areas to implement one-year demonstration programs aimed at assisting the readjustment of dislocated workers. These areas were Alameda County, CA; Buffalo, NY; Lehigh Valley, PA; Mid-Willamette Valley, OR; Milwaukee, WI; and Yakima, WA. This report is a case study of the program operated in Yakima County, WA and which served workers from November 1982 through September 1983. In total, 243 workers were provided with orientation and assessment, job search skills training and job development and placement assistance. Of these program participants, 40 were placed in OJT positions and 15 received classroom training in computer maintenance and repair. The program placed 80.2 percent (195) of its participants, but only 47 percent of those who entered classroom training. The average cost per participant was $2,007 and the average cost per placement was $2,501. However, the average cost per placement was over $10,000 for the classroom training participants and over $4,000 for the OJT participants. These outcomes compare with an average placement rate of 44 percent and unit costs of near $1,300 per participant and $2,300 per placement for the demonstration as a whole.

Keywords: **Employment, Cost analysis, Dislocated workers,** Grants, Education, Placement, Specialized training, Government policies, Manpower, Washington(State), Job development, On job training, Yakima County(Washington).

PB85-146074/XCB PC **A05**/MF **A01**

ETA-99-3-0805-77-066-01
Case Study of Operation Jobsearch: The Lehigh Valley Dislocated Worker Demonstration Program. Special rept.,
Mathematica Policy Research, Inc., Princeton, NJ.
J. Wichita. 16 Oct 84, 137p

At the conclusion of the 1982 Federal fiscal year, the Department of Labor awarded grants to organizations in six areas to implement one-year demonstration programs aimed at assisting the readjustment of dislocated workers. These areas were Alameda County, CA; Buffalo, NY; Lehigh Valley, PA; Mid-Willamette Valley, OR; Milwaukee, WI; and Yakima, WA. This report is a case study of the program operated in Allentown, PA and which served workers in Lehigh and Northhampton Counties from December 1982 thru September 1983. This program served a total of 1,285 workers who were dislocated after 1981. All program participants received job seeking skills training and job search assistance; 120 participants received on-the-job training; and 353 received classroom training. Thirty-two percent of the participants were placed at an average program cost of just over $720 per participant and $2,256 per placement. The placement rate for those receiving classroom training was slightly above average (39 versus 32 percent) while the cost per classroom training participant was substantially above average ($3,306 versus $2,256).

Keywords: **Employment, Cost analysis, Dislocated workers,** Grants, Education, Placement, Specialized training, Government policies, Manpower, On job training, Allentown(Pennsylvania).

PB85-146645/XCB PC **A07**/MF **A01**

ETA-99-3-0805-77-066-01
Case Study of the Mid-Willamette Valley Dislocated Worker Demonstration Program,
Mathematica Policy Research, Inc., Princeton, NJ.
CSR, Inc., Washington, DC.
L. M. Wright. 15 Sep 84, 71p R-7552-02

At the conclusion of the 1982 Federal fiscal year, the Department of Labor awarded grants to organizations in six areas to implement one-year demonstration programs aimed at assisting the readjustment of dislocated workers. These areas were Alameda County, CA; Buffalo, NY; Lehigh Valley, PA; Mid-Willamette Valley, OR; Milwaukee, WI; and Yakima, WA. This report is a case study of the program operated in Mid-Willamette Valley, Oregon. The program, located on the Chemeketa Community College Campus in Salem, operated between October 1982 and September 1983, during which time it served 305 dislocated workers. All workers were offered services that included assessment, job search skills training, job development and placement services. A total of 111 of the participants were also enrolled in one of several training programs, mainly in computer-related occupations. Sixty one percent of the program participants were placed in unsubsidized employment, with nearlyhalf of those enrolled in classroom training having been placed as compared with two-thirds of those offered only job search assistance and placement services. The average cost of providing services to workers was $1,424 per participant, with the marginal cost of classroom training being nearly $900. The average program cost per placement was $2,349, with the average for classroom training participants being 2.4 times as high as the average for others ($4,052 versus $1,665 per placement).

Keywords: **Employment, Cost analysis, Dislocated workers, Job development**, Grants, Placement, Government policies, Manpower, Specialized training, Mid-Willamette Valley(Oregon).

Prepared in cooperation with CSR, Inc., Washington, DC.

PB85-146710/XCB PC **A04**/MF **A01**

ETA-99-3-0805-77-066-01
Case Study of the Alameda County and Southgate Dislocated Worker Demonstration Programs. Special rept.
Mathematica Policy Research, Inc., Princeton, NJ.
31 Oct 84, 121p REPT-7552-06

At the conclusion of the 1982 Federal fiscal year, the Department of Labor awarded grants to organizations in six areas to implement one-year demonstration programs aimed at assisting the readjustment of dislocated workers. These areas were Alameda County, CA; Buffalo, NY; Lehigh Valley, PA; Mid-Willamette Valley, OR; Milwaukee, WI; and Yakima, WA. This report is a case study of the program operated in Alameda County. This program was combined with a program initiated by the State of California, GM and the UAW to serve workers laid-off from a GM assembly plant in Fremont, CA. A comparison project was also initiated for GM workers in Southgate, a small industrial city in Los Angeles County. This project is also examined in the report. In Alameda 90 percent of the 3181 participants came from the GM plant and in Southgate all 1682 participants came from GM. The participants were offered job search workshops and placement assistance through the California Job Service, OJT, and classroom training. There was a heavy emphasis on classroom training with 27 and 45 percent of the participants enrolled in training in Alameda and Southgate respectively. The projects were notable for their large size and the numerous public and private organizations that worked smoothly together. Overall placement rates, however, were low, 17 percent in Alameda and under 5 percent in Southgate, although the fact that both projects continued after the end of the year-long DOL grant period provides a partial explanation for this outcome.

Keywords: **Employment, Cost effectiveness, Specialized training, Dislocated workers,** Projects, Placement, Education, Evaluation, Skilled workers, Manpower, Government policies.

PB85-180461/XCB PC **A06**/MF **A01**

ETA-99-3-0805-77-066-01
Impact Evaluation of the Buffalo Dislocated Worker Demonstration Program. Final rept.,
Mathematica Policy Research, Inc., Princeton, NJ.
W. Corson, S. Long, and R. Maynard. 12 Mar 85, 188p
REPT-7552-08

During the 1983 federal fiscal year, the Department of Labor awarded grants to organizations in six areas to implement one-year demonstration programs aimed at assisting the readjustment of dislocated workers. These areas were Alameda County, CA; Buffalo, NY; Lehigh Valley, PA; Mid-Willamette Valley, OR; Milwaukee, WI; and Yakima, WA. This report examines the design, operation, and impacts of one of the six demonstration programs--the Worker Re-Employment Center in Buffalo, New York. Three general conclusions emerged from this evaluation. The first is that, although dislocated workers tend to experience substantial unemployment subsequent to their layoffs (14 to 15 months on average), the majority of workers eventually will become reemployed on their own, albeit at substantially lower pay than earned in their pre-layoff jobs. The second is that only a minority of dislocated workers can be expected to participate in a full-service readjustment program. The third is that, even in a poor economy, job search assistance and retraining services can significantly facilitate the readjustment of dislocated workers. It is estimated that the Buffalo program increased the proportion of time that individuals were employed by 20 to 100 percent during the first six months following the demonstration and that it increased re-employment earnings by about $100 per week. The average cost of the program services that led to these employment and earnings effects was $1,975 per participant.

Keywords: **Employment, Dislocated workers,** Grants, Projects, Skilled workers, Education, Specialized training, Government policies, Cost analysis, New York, Pennsylvania, Wisconsin, Oregon, California, Washington(State), Lehigh Valley, Willamette Valley, Buffalo(New York), Milwaukee(Wisconsin), Alameda County(California), Yakima County(Washington).

PB85-193209/XCB PC **A09**/MF **A01**

ETA-99-3-0805-77-117-01
Evaluation of Short-Time Compensation Programs. Technical rept. Oct 83-Nov 85,
Mathematica Policy Research, Inc., Princeton, NJ.
S. Kerachsky, W. Nicholson, E. Cavin, and A. Hershey.
Dec 85, 239p DLETA/MPR-8601

The report was prepared in response to a specific request by the United States Congress contained in P.L. 97-248, Section 194, to address a set of issues focusing on (1) what choices employers make when they have the option of using a short-time compensation (STC) program and (2) what the implications of those choices are. It is the backup report to a summary already transmitted to Congress. The report evaluates STC programs operating in Arizona, Oregon, and California, and covers State fiscal year (FY) 1983 (July 1, 1982 to June 30, 1983), and the first half of FY 1984. As of July 1985, eleven States had implemented or were implementing STC programs.

Keywords: **Employment, Compensation, Short term workers,** Unemployment, Statistical analysis, Impact, Evaluation, Employers, Labor force participation, Programs, Layoffs, State law.

Sponsored by Employment and Training Administration, Washington, DC.

PB86-167616/XCB PC **A11**/MF **A01**

ETA-99-3-0946-75-075-01
Modern Samoan Mobility and Urban Adaptation. Rept. for Jul 83-Jul 84,
Northwest Regional Educational Lab., Portland, OR.
Hawaii Univ., Honolulu.
R. W. Franco. Jul 84, 45p

The movement of American Samoans to Hawaii and the U.S. mainland is characterized both by one-way permanent migration and by temporary, circular mobility through Samoa, New Zealand, and the U.S. American Samoans have developed adaptive strategies for the urban environment, transforming four traditional social structures, fa'a Samoa (Samoan culture), 'aiga (extended family), matai (chief and title system) and malaga (visiting patterns). Despite these adaptive changes and increased roles for churches and community organizations, barriers to positive adaptation continue. Significant barriers are: educational and English language proficiencies, limited appropriate pre-migration employment, and discrimination. The adaptation process can be enhanced through job training programs. They will contribute to communications skills job skills and job performance. Broader long-range issues of housing, health, employment, and education can best be met by statewide organizations unifying the Samoan communities and providing programmatic solutions to adaptation problems.

Keywords: **Employment, Ethnic groups, American Samoans, Samoans,** Unemployment, Mobility, Migration, Populations, Education.

Prepared in cooperation with Hawaii Univ., Honolulu.

PB85-197879/XCB PC **A03**/MF **A01**

ETA-99-03-0946-75-075-01
Study of Unemployment, Poverty and Training Needs of American Samoans. Final rept. Jul 83-Jul 84.
Northwest Regional Educational Lab., Portland, OR.
Jul 84, 152p

Study finds that: (1) Up to 10-17% of Samoans may not have been enumerated in the 1980 Census; (2) Samoans have higher rates of poverty and lower per capita incomes than average for the U.S. (3)Existing services do not and will not meet Samoan needs (4) Samoan youth's difficulties in school and the labor market have severe economic implications. The study recommends policy and programmatic solutions. Policy recommendations are: (1) Statutory recognition at the federal level (2) JTPA set-asides. Programmatic recommendations are: (1)Programmatic decisions based on the 1980 Census counts take into account the possible undercount and avoid this problem in future by Samoan participation in Census planning (2) Samoan culture and bilingual staff should be used more widely in priving training and services and the specific needs of Samoans considered in planning services and modelling delivery (3) Linkages between schools and community be strengthened and in-service training on Samoan culture, and parent training be provided in impacted districts (4) Closer ties be developed between schools and work settings, career awareness be stressed in schools and training programs, and schools and training programs take into account the needs of employers in the local labor markets Samoan youth will enter.

Keywords: **Ethnic groups, Unemployment, Training, Samoans,** Literacy, Mobility, Population growth, Socioeconomic status, Employment, Americal Samoans.

PB85-197911/XCB PC **A08**/MF **A01**

ETA-99-3-0946-75-075-01
Communicative Barriers to Samoans' Training and Employment in the U.S. Rept. for Jul 83-Jul 84,
Northwest Regional Educational Lab., Portland, OR.
Emory Univ., Atlanta, GA.
B. Shore, and M. Platt. Jul 84, 47p

The communicative competence of Samoan migrants affects their effectiveness on the job. English language skills, written and oral, are assessed, using fieldwork reports and 1980 Census data. 'Traditional' Samoan communication is described, in order to examine Samoans' second language competence comparatively. Social dimensions of communication in Samoa; Samoan speech registers; personal naming practices and social implications; the status of English in contemporary Samoa; and non-verbal communication are outlined. An ethnography of traditional Samoan conceptions of work and division of labor is sketched, highlighting aspects pertinent to the American workplace. The authors find that Samoans are themselves deeply concerned about English proficiency and that limited English reading and writing proficiency of migrant Samoans combines with unfamiliarity with Western expectations and values associated with work to hamper the ability of Samoans to write resumes, complete job applications, and succeed in interviews. Limited English competence, limited proficiency in reading and writing, conflicting values between the home and school/workplace, and unfamiliarity with Anglo ways of speaking contribute to a high rate of unemployment and underrepresentation of Samoans in white collars and supervisory positions.

Keywords: **Ethnic groups, Literacy, Samoans, American Samoans,** Socioeconomic status, Unemployment, Verbal behavior, Employment, Communication.

Prepared in cooperation with Emory Univ., Atlanta, GA. and California Univ., Los Angeles.

PB85-199040/XCB PC **A03**/MF **A01**

ETA-99-3-0946-75-075-01
How Many Samoans: An Evaluation of the 1980 Census Count of Samoans in the United States. Rept. for Jul 83-Jul 84,
Northwest Regional Educational Lab., Portland, OR.
G. R. Hayes, and M. J. Levin. Jul 84, 31p

This paper looks at various estimates of the Samoan population in the United States and assesses their relation to 1980 Census data. Because Samoans were enumerated for the first time as a separate group, because there are no national records of Samoan births and deaths, and because there are no data on migration to the U.S. or movement back and forth between the U.S. and Samoa, estimates vary considerably. The 1980 Census counts are compared with other estimates using demographic methods which can provide an estimate of the coverage error. A base population for the U.S. is established and census data from American Samoa, Western Samoa and New Zealand combined with vital and migration statistics to provide a means of estimating the 'expected' Samoan population in the U.S. in 1980. The discrepancy between the population enumerated in the 1980 Census and that estimated by these methods ranges from 4,600 to 8,900, representing percentage differences of from 10 to 17 percent. The 1980 Census counted 42,000 Samoans in the U.S.; the estimated population from this analysis is between 46,600 and 51,000.

Keywords: **Census, Ethnic groups, Samoans,** Population growth, Migration, Statistical analysis, United states, American Samoans.

Sponsored by Bureau of the Census, Washington, DC.

PB85-200269/XCB PC **A03**/MF **A01**

ETA-99-3-0946-75-075-01
Statistical Profile of Samoans in the United States. Part 1: Demography. Part 2: Social and Economic Characteristics. Appendix: Language Use among Samoans, Evidence from the 1980 Census,
Northwest Regional Educational Lab., Portland, OR.
South Pacific Commission, Noumea (New Caledonia).
G. Hayes, and M. J. Levin. Dec 83, 116p

This paper provides a broad overview of the demographic, social and economic situation of Samoans in the United States, focussing particularly on the Samoan populations of Hawaii, California, and Washington where 85 percent of Samoans reside. Demographically, the population is found to be highly urbanized, young (average age 19.5 years), with a high fertility rate (averaging 4.3 children per adult woman). The total U.S. Samoan population projected for the year 2000 is most realistically estimated at 131,000. Among the three states, Hawaii's Samoans are youngest, with a higher dependency ratio and lower sex ration than elsewhere in the U.S. Data is drawn from the 1980 U.S. Census and other, local statistical materials.

Keywords: **Ethnic groups, United States, Samoans,** Statistical data, Demographic surveys, Socioeconomic status, Census, Employment, Population growth, Hawaii, California, Washington(State), Households, Poverty.

Prepared in cooperation with South Pacific Commission, Noumea (New Caledonia), and Bureau of the Census, Washington, DC.

PB85-201069/XCB PC **A06**/MF **A01**

ETA-99-3-2034-77-13901
Evaluation of the Federal Supplemental Compensation Program. Rept. for Sep 83-Jan 86,
Mathematica Policy Research, Inc., Princeton, NJ.
W. Corson, J. Grossman, and W. Nicholson. 31 Jan 86, 170p DLETA/MPR-8602

In August 1982, Congress enacted a temporary program, Federal Supplemental Compensation (FSC), to extend the number of weeks for which unemployment compensation was available to UC recipients. The FSC program began paying benefits in September 1982 and continued to accept and pay initial claims through March 1985. After that point, ongoing claims were paid until existing entitlements were exhausted in June 1985. A substantial amount of total benefits (over $9.3-billion) were provided. The evaluation report, prepared by Mathematica Policy Research, Inc., covers the above period and focuses on specific issues and outcomes. The analysis is based on the Continuous Wage and Benefit History of UC claimants in 13 states.

Keywords: **Personnel, Employment, Claims, Compensation, Unemployment Insurance, Benefits,** Earnings, States(United States), Displacement, Surveys, Statistical analysis, Workers, Economic models.

Sponsored by Employment and Training Administration, Washington, DC.

PB86-163144/XCB PC **A08**/MF **A01**

ETA-99-3-3209-71-025-01
Measuring the Performance of Job Training Programs in Reducing Welfare Dependency. Final rept.,
New York City Dept. of Employment.
E. Sullivan. Jun 85, 113p

The report describes the methods by which the New York City Department of Employment (DOE) obtained welfare case history data on training and employment program graduates from the city's Human Resources Administration, and also analyzes the data to evaluate the long-term effectiveness of DOE's programs in reducing welfare dependency.

Keywords: **Performance evaluation, Employment, Personnel development, Reduction, Welfare,** Specialized training, Dependent, New York City(New York).

Sponsored by Employment and Training Administration, Washington, DC.

PB86-154028/XCB PC **A06**/MF **A01**

ETA-99-3-3229-75-103-01
Job Training Partnership Act: Performance Standards for Reductions in Welfare Dependency. Volume 1. Design Report. Final rept. Sep 83-Sep 84.
Berkeley Planning Associates, Inc., CA.
D. Kogan, M. Vencill, L. T. Barker, and J. M. Rogers. 31 Jul 84, 105p* BPA-158/1

This volume is one in a series of reports to assist the U.S. Department of Labor in developing performance standards for measuring welfare dependency reduction under Title IIA of the Job Training Partnership Act (JTPA). The volume focuses on the conceptual design decisions to be made in selecting a limited number of performance measures to represent program accomplishments in reducing welfare dependency. These decisions include, among others, what welfare programs should be included, how welfare dependency reduction should be defined and measured, what time periods are most appropriate for measuring post-program outcomes, what data sources are possible for reporting on each measure, and how national performance expectations should be derived.

Keywords: **Social welfare, Performance standards, Job training,** Employment, State government, Local government, Project management, Decision making, Job Training Partnership Act, US Department of Labor.

See also Volume 2, PB85-125565.
Also available in set of 3 reports PC E99, PB85-125540.

PB85-125557/XCB PC **A06**/MF **A01**

ETA-99-3-3229-75-103-01
Job Training Partnership Act: Performance Standards for Reductions in Welfare Dependency. Volume 2. Implementation Feasibility Report. Final rept. Sep 83-Sep 84,
Berkeley Planning Associates, Inc., CA. Westat, Inc., Rockville, MD.
D. Kogan, M. Vancill, M. Rogers, L. T. Barker, and M. S. Franks. 31 Jul 84, 204p* BPA-158/2

This volume is one in a series of reports to assist the U.S. Department of Labor in developing performance standards for measuring welfare dependency reduction under Title IIA of the Job Training Partnership Act (JTPA). The volume explores issues of implementation feasibility for welfare reduction performance measures based on site visits to four states -- Wisconsin, Maryland, Oklahoma, and Florida -- during the spring of 1984. It also reports findings from an analysis of the Continuous Longitudinal Manpower Survey (CLMS) data base, which was used to trace the relationships among different potential short-term and longer-term performance measures of welfare dependency reduction. Site visit narratives for each of the four case study states are included in an appendix.

Keywords: **Social welfare, Performance standards, Job training,** Employment, State government, Local government, Project management, Decision making, Wisconsin, Maryland, Florida, Oklahoma, Job Training Partnership Act, US Department of Labor.

See also Volume 1, PB85-125557, and Volume 3, PB85-125573. Prepared in cooperation with Westat, Inc., Rockville, MD.
Also available in set of 3 reports PC E99, PB85-125540.

PB85-125565/XCB PC **A10**/MF **A01**

ETA-99-3-3229-75-103-01
Job Training Partnership Act: Performance Standards for Reductions in Welfare Dependency. Year 2 Final Report. Volume 1. Pretest Findings. Rept. for Sep 84-Sep 85,
Berkeley Planning Associates, Inc., CA.
D. Kogan. 30 Sep 85, 91p BPA-158/4

The volume is one in a series of reports to assist the U.S. Department of Labor in developing performance standards for measuring welfare dependency reduction under Title IIA of the Job Training Partnership Act (JTPA). The volume summarizes findings from a pretest of five candidate welfare reduction performance standards in three states which agreed to serve as field laboratories during Program Year 1984. Pretest findings on the advantages and disadvantages of each of these candidate performance measures are presented for Massachusetts, Kansas, and Washington State. Implications of the pretest findings for designing JTPA post-program performance standards are discussed.

Keywords: **Social welfare, Performance standards, Job training,** Employment, Earnings, Grants, State government, Local government, Job Training Partnership Act, U, S, Department of Labor.

See also PB85-125557. Sponsored by Employment and Training Administration, Washington, DC.

PB86-135209/XCB PC **A05**/MF **A01**

ETA-99-3-3231-76-316-02
Managing Plant Closings and Occupational Readjustment: An Employer's Guidebook. Special rept.,
National Center on Occupational Readjustment, Inc., Washington, DC.
R. P. Swigart, L. S. Driever, C. R. Baumgardner, R. L. Crosslin, and M. Bendick. c1984, 237p*

The book is an examination of successful planning and program options available to managers facing a work force reduction or plant closing. It provides most current information available on sound, practical means to mitigate the adverse effects of plant closings. There has been no single business source employers can turn to for reference in this area. The guidebook is designed to bridge this information gap. By presenting the employer with a broad range of options, the Guidebook recognizes that each plant closing or major work force reduction is a unique event with its own set of contributing factors. There can be no single 'best' approach that can be applied in each case. The Guidebook does not presume to supplant the knowledge or expertise of those who will use it. It presents programs, approaches, examples, and information sources, all of which are included to help the user reach decisions that will be in the best interest of all parties involved.

Keywords: **Bargaining, Counseling, Dislocated workers, Plant closings, Retraining,** Employment, Government policies, Industrial relations.

Library of Congress catalog card no. 84-61673.

PB85-124840/XCB PC **A11**/MF **A01**

ETA-99-3-3235-75-118-01
Issues and Options for Maintaining the Dictionary of Occupational Titles. Executive Summary. Final rept. Sep 83-Dec 84,
CONSERVA, Inc., Raleigh, NC. Research Triangle Inst., Research Triangle Park, NC.
D. W. Drewes, J. E. S. Lawrence, S. H. Spetz, and D. L. Ivey. Dec 84, 13p DOLETA-99-3-3235-75-118-01-A

The purpose of the project was to analyze managerial and operational issues and strategies associated with continued maintenance of the Dictionary of Occupational Titles (DOT). Knowledgeable respondents at the federal, state, and local levels were contacted and information gathered regarding agency use of the DOT and perceptions as to needed improvements. Managerial and operational strategies were evaluated using a Delphi Panel of external experts.

Keywords: **Personnel, Job analysis, Occupations, Labor market, Human resources,** Manpower, Classifications, Maintenance, Vocational interests, Requirements, Revisions, Management, Policies, Evaluation, Strategies, Analysis.

Prepared in cooperation with Research Triangle Inst., Research Triangle Park, NC.

PB85-213528/XCB PC **A02**/MF **A01**

ETA-99-3-3235-75-118-01
Issues and Options for Maintaining the Dictionary of Occupational Titles. Volume 1. Final rept. Sep 83-Dec 84,
CONSERVA, Inc., Raleigh, NC. Research Triangle Inst., Research Triangle Park, NC.
D. W. Drewes, J. E. S. Lawrence, S. H. Spetz, and D. L. Ivey. Dec 84, 270p

The purpose of the project was to analyze managerial and operational issues and strategies associated with continued maintenance of the dictionary. Knowledgeable respondents at the federal, state, and local levels were contacted and information gathered regarding agency use of the DOT and perceptions as to needed improvements. Managerial and operational strategies were evaluated using a Delphi Panel of external experts. Based on an integrative analysis of user views and Delphi Panel results, it was concluded that: (a) there is extensive support for the DOT, (b) technological change has and will continue to erode DOT content validity, (c) a phased approach to DOT maintenance is appropriate, (d) revision should be targeted at industries most affected by technological change, (e) new and emerging occupations should be included only after they have attained a critical mass, (f) a multi-method, multi-source approach to data collection is preferred, (g) greater reliance should be placed on employer-generated job analysis data, (h) data collection is the most critical area, (i) modification in DOT coding/classification is of low priority, and (j) the DOT should be made available in computerized format.

Keywords: **Dictionaries, Vocational interests, Job analysis,** Counseling, Labor, Manpower requirements, Vocational guidance, Tables(Data).

See also PB85-226710. Prepared in cooperation with Research Triangle Inst., Research Triangle Park, NC.

PB85-226702/XCB PC **A12**/MF **A01**

ETA-99-3-3235-75-118-01
Issues and Options for Maintaining the Dictionary of Occupational Titles. Volume 2. Appendices. Final rept. Sep 83-Dec 84,
CONSERVA, Inc., Raleigh, NC. Research Triangle Inst., Research Triangle Park, NC.
D. W. Drewes, J. E. S. Lawrence, S. H. Spetz, and D. L. Ivey. Dec 84, 236p

The purpose of the project was to analyze managerial and operational issues and strategies associated with continued maintenance of the dictionaries. Knowledgeable respondents at the federal, state, and local levels were contacted and information gathered regarding agency use of the DOT and perceptions as to needed improvements. Managerial and operational strategies were evaluated using a Delphi Panel of external experts. Based on an integrative analysis of user views and Delphi Panel results, it was concluded that: (a) there is extensive support for the DOT, (b) technological change has and will continue to erode DOT content validity, (c) a phased approach to DOT maintenance is appropriate, (d) revision should be targeted at industries most affected by technological change, (e) new and emerging occupations should be included only after they have attained a critical mass, (f) a multi-method, multi-source approach to data collection is preferred, (g) greater reliance should be placed on employer-generated job analysis data, (h) data collection is the most critical area, (i) modification in DOT coding/classification is of low priority, and (j) the DOT should be made available in computerized format.

Keywords: **Dictionaries, Vocational interests, Job analysis,** Counseling, Labor, Manpower requirements, Vocational guidance.

See also PB85-226702. Prepared in cooperation with Research Triangle Inst., Research Triangle Park, NC.

PB85-226710/XCB PC **A11**/MF **A01**

ETA-99-4-576-77-081-01
Assessment of the Implementation and Effects of the JTPA (Job Training Partnership Act) Title 5 Wagner-Peyser Amendments. Phase 1 Final Report. Rept. for Oct 83-Jun 84,
MACRO Systems, Inc., Silver Spring, MD.
P. Richardson, A. Irion, H. Kuptzin, L. Rindler, and M. Archerd. Jan 85, 189p REPT-1406-1

The goal of the study was to assess the implementation and effects of the JTPA Title V Wagner-Peyser amendments during the JTPA Transition Period (Oct. 1983 to June 1984). The information presented in the report is based primarily on interviews with officials in 16 States and 31 Service Delivery Areas (SDAs). The major findings of the study were as follows: (1) the new authority of the Governor under JTPA has facilitated the merging of ES and job training functions at the State level; (2) during the Transition Period, the review of ES plans by the State Job Training Coordinating Council (SJTCC) was largely pro forma. SJTCCs took a somewhat more active role in reviewing ES plans in the PY84 planning cycle; (3) in most of the SDAs in the sample, the PICs have not yet had a major impact upon ES planning and policymaking, but many officials believed that PICs will play a more active role in the future; (4) the new Wagner-Peyser funding formula has resulted in a significant reallocation of resources among the States; (5) in most sample States, the amendments have not yet had a major impact upon JTPA-ES coordination at the local level; (6) except for the funding provisions, the amendments have had minimal impact upon basic ES services to clients.

Keywords: **State government, Employment services, Job Training Partnership Act, Wagner Peyser Act,** Employment, Urban areas, Placement, Manpower, Evaluation, Unemployment, Funds, State programs.

PB85-225191/XCB PC **A09**/MF **A01**

ETA-99-4-576-77-081-01
Assessment of the Implementation and Effects of the JTPA (Job Training Partnership Act) Title 5 Amendents. Phase 2 Final Report. Rept. for Jul 84-Jun 85,
MACRO Systems, Inc., Silver Spring, MD.
P. Richardson, A. Irion, and H. Kuptzin. Dec 85, 303p REPT-1406-1

The goal of Phase II of the study was to assess the effects of the JTPA Title V Wagner-Peyser amendments during Program Year 1985. The information presented in the report is based primarily upon interviews with officials in 16 States and 31 Service Delivery Areas (SDAs).

Keywords: **Employment, Employment services, Job Training Partnership Act, Wagner Peyser Act,** State government, Urban areas, Manpower, Evaluation, Unemployment.

See also PB85-225191. Sponsored by Employment and Training Administration, Washington, DC.

PB86-169604/XCB PC **A14**/MF **A01**

ETA-99-4-805-75-064-01
Job Corps Process Analysis. Final rept.,
Mathematica Policy Research, Inc., Princeton, NJ. MACRO Systems, Inc., Silver Spring, MD.
P. Richardson, J. Burghardt, A. Rosenthal, A. Irion, and J. Elliott. Oct 85, 326p

The report presents the findings of a process analysis of the Job Corps whose major objective was to gather detailed information about the different components of the Job Corps program model and to document how these components actually operate at specific Job Corps centers and support agencies. The Job Corps program model includes three main components: vocational training, basic education, and residential living. In addition, several important services--recruitment and screening, health care, center administration, and placement assistance--support these major components. The study covered each of these features of the Job Corps model and also examined program retention and Job Corps center operating costs, with particular attention to identifying key factors which produce variations among centers in costs-per-participant. Data were obtained through interviews with staff at 23 Job Corps centers, interviews with officials of selected recruitment and placement agencies, and case records of Corpsmembers enrolled at the 23 Job Corps centers where site visits were made.

Keywords: **Education, Operating costs, Job Corps, Vocational training,** Placement, Residential buildings, Interviews.

Prepared in cooperation with MACRO Systems, Inc., Silver Spring, MD. Sponsored by Employment and Training Administration, Washington, DC.

PB86-202660/XCB PC **A15**/MF **A01**

ETA-99-5-3333-77-021-01
Evaluation Study of the Senior Community Service Employment Program Funded Under Title V of the Older American Act. Rept. for Mar 85-Jul 86,
Centaur Associates, Inc., Washington, DC. Westat, Inc., Rockville, MD. Research Div.
K. B. Calvert, K. Rupp, and E. Davin. Jul 86, 188p

The purpose of the study is to provide a comprehensive evaluation of the Senior Community Service Employment Program (SCSEP). The study was designed to assess: the relationship between SCSEP participant outcomes and factors such as enrollee characteristics; the ability of the program to reach and serve disadvantaged workers and minorities; the type and duration of program participation and costs; the satisfaction of enrollees with their jobs and of benefitting agencies with the program; the effect of urban/rural differences and State/national sponsorship on program operations and outcomes; the potential of SCSEP to transition enrollees to unsubsidized jobs; and coordination between SCSEP and other programs. The SCSEP is a part-time community service employment program targeted towards the needs of economically disadvantaged elderly aged 55 and older.

Keywords: **Employment, Elderly persons, Senior Community Service Employment Program, Disadvantaged persons,** Evaluation.

See also PB86-233673. Prepared in cooperation with Westat, Inc., Rockville, MD. Research Div. Sponsored by Employment and Training Administration, Washington, DC.

PB86-233665/XCB PC **A09**/MF **A01**

ETA-99-5-3333-77-021-01
Report on the 502(e) Experimental Projects Funded under Title V of the Older American Act. Final rept. Mar 85-Jul 86,
Centaur Associates, Inc., Washington, DC.
K. B. Calvert, S. Jacobson, and E. Davin. Jul 86, 58p

The report is supplemental to the report on the Evaluation Study of the Senior Community Service Employment Program (SCSEP). It describes characteristics of the experimental SCSEP projects and participants and describes how each differs from the regular SCSEP projects and participants. The experimental projects are authorized by Section 502e, Title V, of the Older Americans Act, to'... assure the transition of individuals employed in public service jobs... to employment opportunities with private business concerns'. Experimental projects are intended to try out methods of increasing the likelihood that SCSEP participants will be prepared to make the transition to unsubsidized private sector jobs and to educate employers on the favorable occupational characteristics of older workers.

Keywords: **Employment, Personnel development, Older workers,** Education, Performance evaluation, Job satisfaction.

See also PB86-233665. Sponsored by Employment and Training Administration, Washington, DC.

PB86-233673/XCB PC **A04**/MF **A01**

NCEP-DD-11-80-016
Adequacy of the Earnings Capacity of the Subemployed and Its Policy Implications. Final rept. 23 May 80-20 Aug 81,
George Washington Univ., Washington, DC.
B. W. Klein. Sep 81, 141p

The dissertation investigates the impact on the subemployed of their reaching earnings capacity, and discusses policies suggested by the findings. The subemployed are the unemployed, discouraged workers, involuntary part-time, or impoverished full-time workers. Their earnings capacity is determined by a computation of their wage, reported number of weeks worked, and/or reported number of weeks available for work.

Keywords: **Earnings, Income, Underemployed,** Economic analysis, Salaries, Theses, Employment, Low income groups, Labor force participation, Wages.

Doctoral thesis.

PB82-126608/XCB PC **A07**/MF **A01**

NCEP-DD-24-80-022
Implicit Contract Theory: A Reexamination and Reformulation. Final rept.,
Johns Hopkins Univ., Baltimore, MD.
J. C. Haltiwanger. 17 Sep 81, 235p

The analysis in this study integrates concepts from the recent literature on implicit contract theory, firm specific human capital theory and internal labor market theory in an attempt to better explain the pattern of both temporary and permanent layoffs that are observed empirically. The study proceeds in two major stages. The first stage reexamines implicit contract theory and finds that the explanation of the labor market on the basis of implicit contract theory is incomplete. In particular, contract theory fails to emphasize the long term, intertemporal nature of the employment relation that is motivated by the mutual advantages to firm and workers in developing long term attachments. This emphasis on the permanency of the employment relation is one of the fundamental precepts of firm specific human capital theory and internal labor market theory and integrating this concept into the implicit contract framework allows us to reformulate implicit contract theory in the second stage of this research. In this second stage, the incentives for layoffs are examined in the reformulated framework and the different circumstances under which temporary and permanent layoffs occur are distinguished. In addition, the interaction between the optimal determination of the compensation structure of the firm and the incentives for layoffs is considered.

Keywords: **Employment, Contracts,** Industrial relations, Salaries, Theses, Labor market, Wages, Layoffs, Labor force participation, Occupational mobility.

Doctoral thesis.

PB82-255456/XCB PC **A11**/MF **A01**

NCEP-DD-25-80-005
Education, Occupation, and Income: The Effects of Attending a Community College on the Labor Market Outcomes of Young Men and Women. Rept. for 1 Mar 80-31 Aug 81,
Brandeis Univ., Waltham, MA.
E. Monk-Turner. Feb 82, 158p* DLMA-DD-25-80-005-1

This study analyzes how the differentiation of higher education into sectors affects current socioeconomic status. The research focuses on the ramifications of community college education. Socioeconomic returns to level and kind of education are analyzed utilizing insights offered by human capital theory. An argument is made, however, that the significance of type of educational experience can only be adequately analyzed within a framework that allows for notions of power and conflict. Previous studies analyzing correlations between educational level and labor market outcomes virtually ignore the effects of community college attendance. Most studies focus on the value of a four-year B.A. degree, compared to a high school diploma. When less than four years of college are mentioned, all people with 1-3 years of college are lumped together regardless of whether they received a two-year degree or dropped out of a community or a four-year college. this study analyzes the two youth cohorts from the NLS.

Keywords: **Students, Employment, Education,** Earnings, Females, Males, Ethnic groups, Socioeconomic status, Statistical analysis, Economic models, Community colleges.

Doctoral thesis.

PB82-163171/XCB PC **A08**/MF **A01**

NCEP-DD-25-80-023
Income Effects of Occupational Change and the Investment in Occupational Skills. Final rept. Sep 80-Sep 81,
Harvard Univ., Cambridge, MA. Dept. of Economics.
K. L. Shaw. 25 Aug 81, 230p DLETA-91-25-80-23-1

Standard models of income determination specify income to be a function of two variables which measure post-school investment, the years of labor market experience and employer tenure. This investigation develops a better proxy for general human capital investment than experience. This variable, called occupational investment, hypothesizes that the yearly intensity of investment varies by occupation and that a portion of skills are transferable upon occupational change. After developing exogeneous measures of occupation specific intensity and transferability, the occupational investment variable is calculated for the Young Men of the National Longitudinal Survey. Empirical work demonstrates that occupational investment is a very strong determinant of income far superior to the experience variable. Thus, the author has improved upon models of income determination, presented a unique model of occupational change, and provided evidence that stable occupational investment is a significant source of income growth for young men.

Keywords: **Occupational mobility, Income, Industrial training, Investments, Skills,** Abilities, Youths, Males, Earnings, Specialized training, Manpower, Economic models, Labor market participation.

Doctoral thesis.

PB82-112046/XCB PC **A11**/MF **A01**

NCEP-DD-26-80-012
Econometric Analysis of the Geographic Distribution of Unemployment Rates. Final rept. 15 Jun 80-15 Dec 81,
Michigan State Univ., East Lansing.
K. J. Murphy. 10 Nov 81, 244p DLMA-DD-26-80-012-1

This dissertation comprehensively examines the geographic distribution of unemployment rates in the United States. The first section of the study focuses on the bahavior of several measures of unemployment rate dispersion over time and shows that relative differences in geographic unemployment rates have remained constant--a result contrary to other research based on a more aggregate data set. In the second part of the dissertation, an economic model of unemployment rate dispersion is developed which allows for differing structural relationships across geographic sub-aggregates. Empirical implementation of the model reveals that geographic differences in unemployment rates are primarily determined by geographic differences in product market damand, structural and frictional elements, and non-labor income and that geographic differences in factor costs and educational attainment play secondary roles in this determination. The final portion of the dissertation examines the dynamic behavior of state unemployment rates and indicates that there is a great deal of variation in the relative positions which states occupy in the unemployment rate distribution both over the business cycle and in the long run. The empirical work utilizes state data and the sample period covers the years 1958-1978.

Keywords: **Economic models, Unemployment, Geographical distribution,** Econometrics, Employment, Statistical distribution, Income, Salaries, Theses, Labor market, Wages.

Doctoral thesis.

PB82-140286/XCB PC **A11**/MF **A01**

NCEP-DD-36-80-020
Analysis of Job Search with Varying Search Effort. Final rept.,
Columbia Univ., New York. Lowell Memorial Library.
S. Zuckerman. Feb 83, 99p

This study examines the role played by search intensity, measured in hours searched per week, in explaining interpersonal differences in search duration and wage gains. Since searching for a job is one possible use of a person's time, the time allocation framework used in labor supply models is extended to this issue. The choice of an optimal search intensity is parameterized by individual preferences for leisure, net search costs, market demand and productivity in acquiring information. Search duration plays an important role in determining the level of unemployment at any point in time. The objective of this study is to analyze the theoretical and empirical relevance of search intensity as a determinant of duration. I make use of a January 1973 Current Population Survey including supplementary questions on job tenure and job finding methods. The data allows for analysis of search during unemployment as well as on-the-job search. The study is restricted to white males. I find that models which omit intensity are ignoring an important part of the searcher's decision. In general higher intensities are associated with shorter durations. This finding is not substantiated for searchers who receive unemployment compensation. For those men who do not receive unemployment compensation as well as for those who search successfully without becoming jobless, intensity is a key determinant of the observed outcomes.

Keywords: **Economic analysis, Employment, Job search,** Unemployment, Males, Labor, Job finding models.

Doctoral thesis.

PB85-119030/XCB PC **A05**/MF **A01**

NCEP-DD-42-80-017
Effects of Providing Various Options for Continued Employment in the Organization on Patterns of Retirement Decisions. Final rept,
Pittsburgh Univ., PA.
Y. M. Shkop. Nov 81, 278p DLMA-DD-42-80-017-1

The report summarizes the results of a study regarding the retirement plans of managerial and blue-collar workers, and the effect of the availability of options for job modifications on those plans. It was found that the availability of job modifications encouraged the postponement of retirement. Managers and bluecollar workers differed significantly with respect to preferred modifications, and in the proportions wishing to extend their employment beyond the conventional retirement age. It was also found that perceived adequacy of post-retirement income and its effect on the standard of living are crucial considerations in formulating retirement plans. A conceptual framework for understanding the retirement decision is provided. The advantages and disadvantages of retaining older workers are discussed. The major implications of the findings are presented with a focus on managerial strategies and government policies.

Keywords: **Retirement, Decision making,** Manpower utilization, Personnel management, Employment, Surveys, Elderly persons, Attitudes.

PB82-131160/XCB PC **A13**/MF **A01**

NCEP-DD-55-80-001
Growth of Teacher Bargaining and the Enactment of Teacher Bargaining Legislation. Final rept.,
Wisconsin Univ.-Madison. Dept. of Economics.
G. M. Saltzman. 31 Dec 81, 403p DLMA-DD-55-80-001-1

The econometric analysis in this study indicates that changes in teacher bargaining laws are the single most important cause of the spread of teacher bargaining, particularly in medium and small school systems. Other variables positively associated with the development of bargaining include employment concentration, the level of economic development, the fraction of teachers who are male, and the tightness of the labor market. Open-ended interviews confirm these findings and also suggest that teacher bargaining spread (1) because superintendents and school boards have accepted white-collar unionism more readily than private-sector employers have, and (2) because AFT competition forced the NEA to change into a union. The growth of bargaining also has an effect on the enactment of bargaining laws, but the effect is weaker. Variables positively associated with the enactment of more pro-union bargaining laws include previous increases in the extent of teacher bargaining, electoral gains by the state Democratic party, the elimination of patronage in government employment, the level of economic development, and membership in AFSCME.

Keywords: **Instructors, Labor unions, Bargaining,** Labor relations, Regulations, Government employees, Schools, Statistical analysis, Professional personnel.

Doctoral thesis.

PB82-157595/XCB PC **A18/MF A01**

NCEP-25-80-013
Models of Regulatory Enforcement and Compliance with an Application to the Occupational Safety and Health Administration Asbestos Standard,
Harvard-MIT Joint Center for Urban Studies, Cambridge, MA.
C. A. Jones. 30 Jul 82, 441p DLMA-25-80-013-1

The main analytic contribution of the dissertation to the literature on social regulation is an exploration of how formal regulatory standards, with fixed performance requirements across plants regardless of cost, are translated in the enforcement process to incorporate cost-sensitivity in the standard-as enforced. Part I presents an overview of the major public, and in some cases, private interventions in the asbestos sector decision-making affecting health and related economic outcomes. It provides the context for the analysis in Part II, demonstrating that OSHA was the greatest regulatory threat to the industry, by far, until the end of the 1970s.

Keywords: **Regulations, Occupational safety and health,** Law enforcement, Standards, Asbestos.

PB83-132712/XCB PC **A19/MF A01**

SS-04-81-08
Job Search and Postunemployment Wages of Hispanics. Final rept. 1 Jul 81-30 Sep 82,
Arizona Univ., Tucson.
M. K. S. Spencer. 1982, 210p

This dissertation is a study of the job search of Hispanics, distinguished by Spanish surname, including unemployment duration, postunemployment wages, and reported minimum acceptance wages, compared to non-Hispanic whites (Anglos). Its purpose is to indicate program changes and additional programs to enhance job search outcomes of Hispanics.

Keywords: **Ethnic groups, Employment,** Unemployment, Searching, Job analysis, Characteristics, Age, Education, Expenses, Counseling, Recommendations, Surveys, Theses, Job search methods, Spanish speaking Americans.

Doctoral thesis.

PB83-156406/XCB PC **A10/MF A01**

SS-18-81-06
Personality, Satisfaction, and Models of Occupational Preferences and Choices of Women in Female and Male Typical Occupations. Doctoral thesis,
Krannert Graduate School of Management, Lafayette, IN.
A. M. M. Mazen. Aug 82, 345p

Personality, occupational preferences, and satisfaction of 171 women employed in female traditional occupations (FTO) and male traditional occupations (MTO) were examined. While personality and satisfaction were assessed using California Psychological Inventory (18 scales), and Minnesota Satisfaction Questionnaire (21 scales) respectively; occupational preferences were investigated using three different methods. A multidimensional scaling technique, for preference data, was used to recover spatial configurations of six participant groups as well as 27 occupation stimuli. The within-participant version of the expectancy-valence (E-V) theory was utilized to learn about the process used in making vocational preferences.

Keywords: **Employment, Occupational choices,** Personnel, Job satisfaction, Models, Females, Males, Theses, Personality, Psychological tests, Occupations.

PB85-126134/XCB PC **A15/MF A01**

SS-40-81-18
Differential Effects of Changes in Economic Activity on Male and Female Earnings. Final rept.,
Oklahoma State Univ., Stillwater.
B. D. Rickman. May 82, 211p SSRC-SS-40-81-18

The principal objective of this research was to assess the impact that changing levels of aggregate economic activity have on the earnings of 'prime age' men and women over the period 1968-78. Human capital theory that incorporates dynamics associated with changing levels of economic activity provides the theoretical base with which to estimate, via multiple regression analysis, separate earnings functions for men and women. Changes in earnings are measured by the direct impact of changes in economic activity on earnings as well as the indirect impact in terms of changes in the rate of return to schooling.

Keywords: **Males, Females, Earnings,** Education, Employment, Economic conditions, Statistical analysis.

Doctoral thesis.

PB83-156414/XCB PC **A10/MF A01**

SS-48-82-05
Improving Negotiation: A Decision Making Perspective. Final rept. 1 Mar 82-15 Dec 82,
Texas Univ. at Austin.
M. A. Neale. 15 Dec 82, 160p

The purpose of this study was to investigate the impact of subjective decisional biases on the process and outcome of negotiation. Specifically, this research attempted to provide explanations for the observed paradox of risk averse negotiators selecting the risky option of arbitration. Particularly critical to this study were the systematic deviations from normative rationality which result from the manner in which the contractual issues were presented or framed, the overconfidence in success with which decision makers evaluated their fallible judgments, and the relative salience of negotiation vs. arbitration costs in the negotiator's choice of action. Two bargaining simulations were conducted with 100 and 147 subjects, respectively. Experiment One evaluated the effects of framing and the subject's level of confidence on the process and outcome of negotiations, while Experiment Two investigated the effects of the relative salience of negotiation versus arbitration costs.

Keywords: **Industrial relations, Bargaining,** Labor relations, Negotiations, Education, Decision making.

Doctoral thesis.

PB83-156737/XCB PC **A08/MF A01**

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DL-91-36-76-03

PB-296 595/2/XCB
Community Structure and the Experiences of Shift Workers.
DL-91-55-76-70

PB-296 601/8/XCB
Hospital Union Wage Effects,
DL-91-27-77-08

PB-296 620/8/XCB
Strike: Theoretical and Empirical Studies of Industrial Conflict Across Time and Nations.
DL-91-55-78-20

PB-296 644/8/XCB
Men Who Leave Work Before Age 62: A Study of Advantaged and Disadvantaged Very Early Labor Force Withdrawal.
DL-91-25-78-48

PB-296 737/0/XCB
Developing Strategies for Implementation of the Health Services Mobility Study.
DL-21-24-78-57

PB-296 739/6/XCB
Task Design: Technological Descriptions, Manpower Requirements and Worker Responses.
DL-91-55-76-64

PB-297 331/1/XCB
Training Information for Policy Guidance.
DL-21-36-73-51

PB-297 482/2/XCB
Evaluation of the Skill Training Improvement Program (STIP). Phase I. Starting Up.
DL-23-25-78-09

PB-297 483/0/XCB
Evaluation of the Skill Training Improvement Program (STIP). Phase I. Project Summaries.
DL-23-25-78-09

PB-297 485/5/XCB
Pilot Evaluation of the Impact of the United States Employment Service.
DL-23-06-76-04

PB-297 537/3/XCB
Clients' Experiences with Vouchered On-the-Job Training in the Portland WIN Program.
DL-51-11-73-02

PB-297 663/5/XCB
Impact of Minimum Wages on School Enrollment and Labor Force Status of Youths.
DL-91-19-78-32

PB-297 692/6/XCB
Vocational Education and Training: Impact on Youth.
DL-21-06-77-03

PB-298 093/6/XCB
Comparative Examination of the Relative Effectiveness of Several Different Approaches in the Prediction of Withdrawal Behavior.
DL-91-17-77-47

PB-298 126/4/XCB
Trade Unions, Wages, Occupational Injuries: An Empirical Analysis.
DL-91-55-77-59

PB-298 536/4/XCB
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PB-299 233/7/XCB
OPER Project Officer's Handbook.
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PB-299 547/0/XCB
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DL-91-26-76-51

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Minnesota Work Equity Project: Putting It Together. Executive Summary.
DL-20-25-77-15

PB-299 551/2/XCB
Minnesota Work Equity Project: Putting it Together.
DL-20-25-77-15

PB-299 552/0/XCB
Minnesota Work Equity Project: First Interim Report,
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Secretary of Labor's Invitational Conference on the National Longitudinal Surveys of Young Men and Young Women.
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PB-299 669/2/XCB
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PB-299 709/6/XCB
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PB-299 710/4/XCB
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Institutional Barriers to the Employment and Economic Mobility of Puerto Ricans in New York City.
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Industrial Employment Opportunities and the Hispanic Community: The Case of Pilsen.
DL-21-17-79-13

PB-299 854/0/XCB
Human Capital Model and Discrimination: The Roles of Schooling, Experience, and Functional Literacy in Texas.
DL-21-48-78-12

PB-299 862/3/XCB
Occupational Mobility and the Process of Assimilation of Mexican Immigrants to San Antonio, Texas: A Longitudinal Analysis.
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PB-299 875/5/XCB
Analysis of Career Patterns and Problems Among Mexican-American College Graduates.
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PB-299 956/3/XCB
National Supported Work Demonstration: Effects During the First 18 Months After Enrollment.
DL-33-36-75-01

PB-299 957/1/XCB
Minnesota Work Equity Project, Executive Summary.
DL-20-25-77-15

PB-300 000/7/XCB
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PB-300 597/2/XCB
Implementation of HIRE II.
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PB-300 601/2/XCB
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DL-23-24-75-07

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Working Life Tables for the United States, 1972, Based on Labor Force Accession and Separation Rates.
DL-91-17-78-10

PB-301 119/4/XCB
Continuous Longitudinal Manpower Survey, Follow-Up Report No. 2 (18 Months After Entry). Postprogram Experiences and Pre/Post Comparisons for Terminees Who Entered CETA During Fiscal Year 1976 (July 1975-June 1976).
DL-23-24-75-07

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PB-301 278/8/XCB
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PB-301 296/0/XCB
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DL-91-24-77-35

PB-301 320/8/XCB
White Collar Work.
DL-91-17-74-32

APPENDIX

GUIDELINES FOR SUBMISSION OF RESEARCH AND DEMONSTRATION PROPOSALS UNDER JOB TRAINING AND PARTNERSHIP ACT (JTPA)

The purpose of this section is to establish guidelines for the submission of proposals for research and demonstration funding to the Employment and Training Administration, U.S. Department of Labor.

Funds for research and demonstration activities may be awarded under the authority of two legislative acts:

1. Title IV of the Job Training Partnership Act of 1982, Public Law 97-300, approved October 1982 (as amended) provides for a comprehensive program of employment and training research. Title IV of the JTPA also authorizes "a program of experimental, development, demonstration, and pilot projects, through grants to or contracts with public or private nonprofit organizations, or through contracts with other private organizations, for the purpose of improving techniques and demonstrating the effectiveness of specialized methods in meeting manpower, employment, and training problems." The projects, subsumed under the word "development" in these guidelines, seek to develop and test in operation new ways in which employment and training programs might be made more effective.
2. The Social Security Act, as amended, Section 441 (42USC 641), provides for studies which will develop information for the improvement of the overall effectiveness of the Work Incentive Program.

Research and demonstration projects are not limited to particular types of organizations. Academic institutions, State and local government units, community, private, and other organizations and individuals with research or experimental and demonstration capabilities in the employment and training area may apply for project funding.

GUIDELINES FOR R&D PROPOSALS: CONTRACTS AND GRANTS

PRELIMINARY PROPOSAL

The first step in applying for R&D funds is the submission of a preliminary statement describing the investigator's basic study ideas, subjects of research, or proposals for experimental, development and demonstration.

The preliminary proposal should be brief and self-explanatory. Five copies are required. It should include:

1. The problem to be investigated or the experiment or demonstration to be conducted.
2. Objectives and potential application of findings.
3. Operational, research, or assessment procedures.
4. Time and budget requirements (summary only).
5. Statement on relevance to employment and training problems.

A separate statement concerning staff, facilities, capabilities for conducting research, experimentation, or demonstration, and previous related experience should accompany the preliminary proposal. The preliminary proposal and other related materials should be sent to:

Chief, Division of Research and Demonstration
Employment and Training Administration
U.S. Department of Labor
Washington, D.C. 20210

After reviewing this preliminary summary, the Employment and Training Administration may request a formal proposal. (Formal proposals should follow the outline detailed below in Outline for Submission of Formal Proposals.)

GUIDELINES FOR R&D PROPOSALS: CONTRACTS AND GRANTS

GENERAL INFORMATION ABOUT REQUIREMENTS FOR FORMAL PROPOSALS

The proposed project should focus on potential solutions to significant employment and training problems. It should seek to develop new knowledge or new applications of existing knowledge which give promise of furthering the objectives of the legislation under which the contract would be authorized.

The end product to be sought by any project - its findings and conclusions- should be of broad interest; it may be limited to specialized operations that can be shown to provide a basis for generalized conclusions or to have application over a wide area.

Management Capability. —The project director or principal investigator should have done successful research, or conducted experimental or demonstration programs, or have demonstrated clearly a competence for performing or directing such. It is also preferred that the director or principal investigator devote full time to the project. In addition, the organization submitting the proposal must have adequate facilities and staff to carry out the proposed activity or give evidence that it can acquire such, if funded.

Economic Efficiency. —The probable value of the findings of the overall project must justify the total proposed expenditure. The overall cost of the particular approach toward solving the problem in the proposed project must be reasonable when compared with the cost of other possible approaches. Projects should not duplicate ongoing or past research and development efforts and whenever possible should attempt to build on work already done.

Review of Proposals. —Formal proposals should be typed or otherwise reproduced on one side only and should be moderate in length. Five copies should be submitted.

Acknowledgement of receipt usually will be made within 15 days. Processing, review, and evaluation of comments received usually require 60 days from receipt of proposal.

Notice of approval for negotiation (or disapproval) will be given as soon as possible following review and evaluation. Final approval for funding will depend on a negotiated agreement on content, structure, and budget of the project by the proposer and the Employment and Training Administration.

Final Report. —This report will present and analyze information secured, and for development projects will describe also the administrative structure developed and the operations performed. It will contain a summary which must include: (1) findings and conclusions, (2) implications for program and policy, and (3) implications for further research or experimental and demonstration effort. Special attention should be given to guidance and suggestions for the application and use of the findings to programs, policies, and problems.

Publications derived from the work will acknowledge that the study was supported by the Employment Training Administration, U.S. Department of Labor. If it chooses, the Department will have a right to publish and distribute the final report of the work done and to use the findings, including any research, program materials, or experimental and assessment designs developed, for any purpose whatsoever.

OUTLINE FOR SUBMISSION OF FORMAL PROPOSALS

There is no printed form to be used. Follow the outline below in describing the proposed project. Identify each section by number and title as indicated in the outline.

1. Cover page. The cover page of the proposal must show the following information in the order indicated:

Proposal to the Chief, Division of Research and Demonstration, Employment and Training Administration, U.S. Department of Labor, for Research or Demonstration Project.

Project title:	(Be as concise and as specific as possible. Avoid obscure technical terms. Include key words under which project may be indexed.
Submitted by:	(Name of organization, institution, agency, or individual, hereinafter referred to as "organization.")
Address:	(Of organization, including zip code.)
Telephone number:	(Of organization, including area code.)
Initiated by:	(Full name and position of official who is initiating project, ordinarily the director or chief investigator.)

GUIDELINES FOR R&D PROPOSALS: CONTRACTS AND GRANTS

Transmitted by: (Full name and position of official who is approoving the submission of the proposal. This must be someone with authority to commit the organization to the proposed project. The proposal should be signed by both the initiator and the transmitter on the original or master copy.)

Date: (Date transmitted.)

2. Abstract. Summarize the proposal, preferably on one page, under two main heads: (a) Objectives and (b) Procedures.

3. Problem. Describe the problem to be focused on and its significance.

4. Objectives. State the questions which the project is designed to help answer, the techniques or methods to be developed and/or tested, and/or the hypotheses to be studied.

5. Relationship to other research or experimental and demonstration programs. Discuss the proposed project in relation to previous research, experimentation, or demonstration in the area of work proposed. Indicate how the proposal will add to knowledge on the particular problem and indicate how it will make employment and training programs more effective and efficient. Distinguish what is different about this proposed project, as compared with other projects conducted previously or currently.

6. Project design and components.

a. For development, experimental, and demonstration projects. (All such proposals must contain a research component.)

(1) Describe the work plan. Who will perform what tasks in what ways, involving what types and approximate number of participants?

(2) Describe the organizational arrangements for administration of the project.

(3) Present a time schedule for performance of the stated tasks.

(4) For the research component, follow the outline in 6(b).

b. For research projects. Describe the research design in detail, listing the steps to be followed. Include specific information, as relevant, on each of the following:

(1) Research method. What is the method to be employed in the study? Examples: Survey method, descriptive-theoretical analysis, participant observation, experimental and control group comparisons.

(2) Study subjects. Where there are populations, samples, experimental and control groups, indicate their purpose, origin, composition, size, type of data to be collected on each, and sampling plans.

(3) Data collection. Describe types of data to be gathered and methods of collection. To the extent feasible, data that are already available or are being collected from other sources must be used. Describe questionnaires, interview guides, tests, and other research instruments to be used. In studies for which it is determined that the project is subject to the requirements of the Paperwork Reduction Act of 1980, it will be necessary for the researcher to submit copies of questionnaires and survey plans for clearance in advance of their use.

(4) Analytic techniques. Indicate statistical or other analytic techniques to be used in testing the hypotheses or achieving the objectives of the study.

(5) Phasing. Indicate the approximate time schedule for phasing each step of the project.

(7) Personnel. Give name, title and a statement of the educational experience of the principal investigator and other key personnel.

(8) Facilities. Indicate special facilities and similar advantages.

(9) Subcontracting. It is the policy of the Department of Labor that subcontracts be made on a competitive basis and in conformity with Federal Procurement Regulations and statutory requirements. If a subcontractor is to be used for any part or parts of the operation or for research or assessment, specify the nature of the work and the subcontractor's credentials for conducting it. Any subcontract is negotiated by the performing organization, but will be subject to prior approval by the Division of Research and Demonstration.

GUIDELINES FOR R&D PROPOSALS: CONTRACTS AND GRANTS

10. Utilization. Indicate the potential principal users of the proposed project's findings and how end products (reports, guide materials, handbooks) will be structured to encourage and facilitate use by policymakers, program administrators, and the research community.

11. Other information. Indicate other pertinent information, including the following:

a. Identify other organizations whose participation or cooperation is required and present evidence of their willingness to provide it.

b. Amount of financial or other support available for this project from other sources.

c. Whether this proposal is an extension or an addition to a previously Government-supported project.

d. Whether financial support for this proposal or a similar one has been requested from any Government or private organization other than the Employment and Training Administration, U.S. Department of Labor.

12. Budget. Start this section on a new page, identifying it in sequence with previous sections as 12. "Budget." The budget will include all estimated costs to be covered by any funding from the Department of Labor.

The cost of performance includes the cost of necessary direct items of expenditure incurred in the performance of the project. It should also include an amount for overhead or direct costs only if appropriate.

Following the categories as shown in the outline below, and rounding all amounts to the nearest dollar, list anticipated requirements for all items of expenditure. If the project is expected to extend beyond 12 months, indicate the amount required for each year, and in total.

a. Direct cost.

(1) Personal services

(a) Include salaries and wages of all personnel directly attributable to actual performance under this project, whether on a full-time or part-time basis. List personnel by title, worker-months (full-time or part-time be specific), and dollar amounts. (b) Include in connection with the above, but identify separately, allowance (dollar amounts and percentages of base salaries) for vacation, holidays, sick leave pay, and any other employee benefits customarily granted.

(2) Consultants and contract service. Include allowances for consultants and contract service as required.

(3) Materials and supplies. Assign a cost to all materials and supplies which will be expended directly by the contractor in performance of the project.

(4) Travel. Furnish estimates of the number of trips, method of transportation, and cost of travel. Include the estimated amount for subsistence and daily allowance rates, auto mileage rates, etc., during travel, in accordance with the organization's established policy.

(5) Communications. Include telephone, telegraph, and postal charges.

(6) Service. Include those not specifically covered under personal services (e.g., interviewer cost, computer cost). When a study involves securing information through Federal agencies (such as the U.S. Bureau of the Census) or State agencies (such as State employment services), the cost of such services, if any, should be included.

(7) Other. Itemize by category and amount.

b. Indirect cost or overhead. Give the basis for the organization's determination of proposed overhead rate and reference to the rate approved currently by other Government agencies, if any.

Overhead rates may be a fixed amount for the duration of the project, or may be determined provisionally, with final settlement made at the conclusion of the project. If an overhead rate has been established by a government audit agency, identify the cognizant audit agency and contact person, the rate established, the allocation base, and the period for which it was established.

It is most important that all items of cost be readily identifiable, regardless of whether they are shown as direct or indirect.

The proposed budget will be reviewed against applicable Federal regulations as part of the initial review. Where changes are necessary for projects which are approved otherwise for negotiation, these changes, as well as decisions concerning the determination of an overhead rate, will be made during the negotiation of the funding.

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Title	Title
Company/Organization	Company/Organization
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City/State/ZIP	City/State/ZIP
Attention	Attention
Telephone number	Telephone number

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16.						
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19.						
				Subtotal		

ENTER this amount on the other side of this form. ⇨

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If you have questions about a particular computer product, please call our Computer Products Support Group at (703) 487-4763.

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21.				
22.				
23.				
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  FOREIGN: Regular service: Printed reports and microfiche copies are shipped surface mail.
  Air Mail service to Canada and Mexico: add $3 per printed report; 75¢ per microfiche copy.
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Title
Company/Organization
Address

City/State/ZIP
Attention
Telephone number

SHIP TO (Enter ONLY if different from purchaser):

Last Name First Initial
Title
Company/Organization
Address

City/State/ZIP
Attention
Telephone number

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☐ Charge my NTIS Deposit Account _ _ _ _ _ _-_

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☐ Check/Money order enclosed for $ __________

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3 *Order Selection*

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Billing Fee if required ($7.50)	
GRAND TOTAL	

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				Subtotal		

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21.				
22.				
23.				
		Subtotal		

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